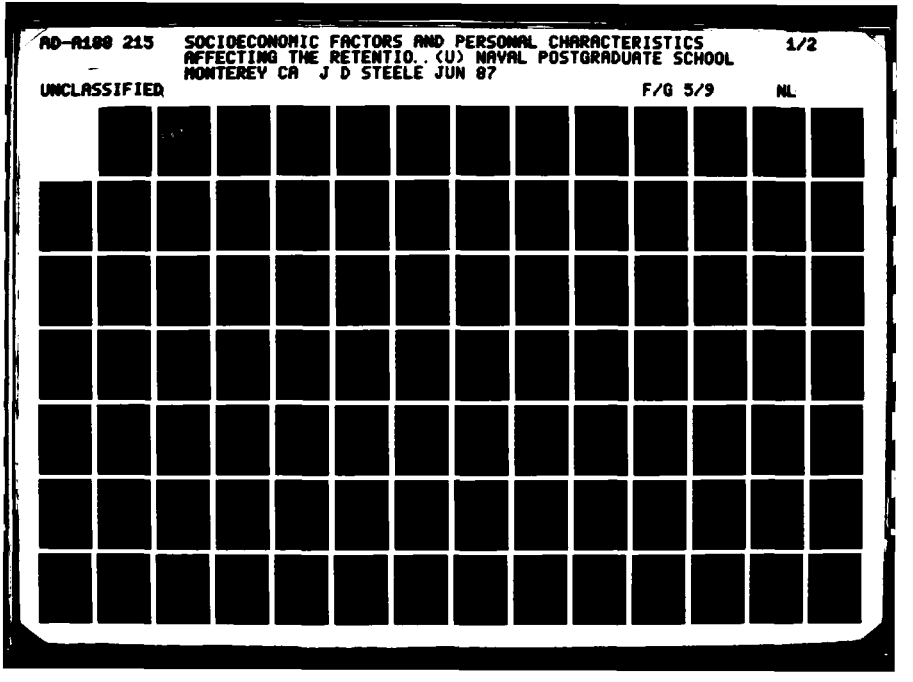
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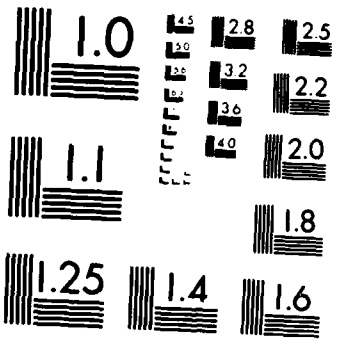

NAVAL POSTGRADUATE SCHOOL

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THESIS

SOCIOECONOMIC FACTORS AND PERSONAL CHARACTERISTICS AFFECTING THE RETENTION OF OFFICERS IN THE UNITED STATES ARMY AND UNITED STATES MARINE CORPS

by

Jay D. Steele

June 1987

Thesis Advisor Stephen L. Mehay

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Several conclusions were drawn from this study. Intrinsic factors appear to contribute more to the career decision than extrinsic factors. Specifically, promotion probability and satisfaction with current job have the most influence. Extrinsic factors are still significant but to a lesser degree. Personal factors, especially length of service and sex, are also important. The impact of individual factors, however, is generally quite small; so an effective retention program must include a combination

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Socioeconomic Factors and Personal Characteristics
Affecting the Retention of Officers in the
United States Army and United States Marine Corps

by

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Submitted in partial fulfillment of the
requirements for the degree of

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ABSTRACT

This thesis addressed the question of which factors most highly influence the career decision of officers in the U.S. Army and Marine Corps who are between their fourth-year and twelfth-year of service. This was accomplished using data from the 1985 DoD Survey of Officer and Enlisted Personnel in a logistic regression model.

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I. INTRODUCTION

In order to sustain an adequate defense force, it is necessary to bring into the service a sufficient number of personnel to meet anticipated manning requirements. Once these individuals are recruited, the problem becomes one of influencing the best people to remain in the service in order to maintain an effective force structure. Successful retention programs would benefit the services in at least two important respects: they would increase the overall quality of the senior officer corps and also help to create a military that is most effective, in terms of cost as well as action.

Before World War II the military used a promotion system based primarily on seniority. Under this system an officer could be promoted only if an officer senior in rank either resigned or died. This resulted in junior officers remaining in their current ranks with little chance of promotion and a relatively old senior officer corps. The Officer Personnel Act of 1947 was enacted to remedy this situation. It established a requirement that officers who twice fail to be selected for promotion to O-3 or O-4 be separated from the service, and that those who fail to be selected for O-5 or O-6 be required to retire. The Defense Office Personnel Management Act of 1980 (DOPMA) has expanded on this by allowing for officers who twice fail to be

selected for O-5 to be separated before retirement. This new system allows for the separation of marginal performers in order to create openings for upcoming junior officers and also motivate junior officers to improve their performance as they are now competing for a limited number of promotions. [Ref. 1: pp. 29-31, 34] Reducing the number of O-3s and O-4s lost to voluntary separation would increase the pool of potential selectees for promotion. Assuming the quality of performance of these officers is randomly distributed (i.e., non-careerists include both high and low quality officers), this would result in more higher quality officers being available for selection.

The recent trend towards tighter budgets under the shadow of the Balanced Budget and Emergency Deficit Control Act of 1985 (Gramm-Rudman-Hollings) has made cost reduction a major consideration in the establishment of policy. In order to maintain required manning levels at minimum cost, the question becomes one of retention versus replacement. Although the military's retirement system is increasingly coming under attack as being too generous and costly, it has been shown that it is less costly to retain an officer for a 20-year career than it is to recruit and train a new officer only to lose that training and experience every six to 10 years [Ref. 2: pp. 18-19]. As the overall quality of the officer corps increases, presumably they will, in aggregate,

increase productivity, produce better decisions, and, in general, be more efficient and effective.

The purpose of this paper is to attempt to identify factors which contribute to the career decision made by Army and Marine Corps officers. This knowledge could then be exploited to influence policy decisions which would increase retention and result in lower recruiting and training costs, higher quality leadership, and ultimately in increased combat readiness.

A. BACKGROUND

Before attempting to identify specific factors which influence an individual's career decision, it is worthwhile to become familiar with some of the motivational theories currently being used to explain human behavior. An understanding of these theories will give an appreciation of the general underlying factors which form the foundation of the decision either to remain in the military for a 20-year career or to look for work in the civilian market.

One of the most well-known theories of motivation is the need hierarchy theory developed by Abraham Maslow (1970). According to this theory, all behavior is motivated by certain needs. All needs can be categorized into one of five types. Physiological needs are concerned with survival and include food, water, and air. Safety needs are concerned with self-preservation and include freedom from threat or danger. Social needs are concerned with one's

association with other people and include companionship and friendship. Self-esteem is concerned with one's sense of adequacy and includes self-confidence, respect, and recognition. Self-actualization is the need to realize one's full potential or to "be all that you can be." According to Maslow, these needs are characteristics of all people and are related to each other in a hierarchy with physiological needs at the bottom and self-actualization at the top. Behavior is influenced by the lowest level of unsatisfied needs. Once a need is satisfied, Maslow finds, it no longer influences behavior, but then the next higher level need takes over. Thus, behavior is a series of attempts to satisfy increasing levels of needs. [Ref. 3: pp. 35-58] If the military does not provide an avenue for the satisfaction of one's needs, particularly the higher-level needs, that individual will choose to leave the service to seek satisfaction elsewhere.

Another theory, proposed by Adams (1965), concerns social comparisons and is known as the "equity theory." According to this theory, motivation is based on how an individual sees his own situation compared to his perception of that of other people. The individual brings certain assets ("inputs") to his job, such as education, experience, effort, and so on. As a result of his work, he receives certain benefits ("outputs"), such as pay, working conditions, recognition, and the like. Assuming people can

quantify these factors into a common scale of units, the individual relates his inputs to his outputs. He then compares his ratio with his perception of the ratio of other people. If he feels his own ratio of inputs to outputs is 50/50 and the ratio of another person is 75/75 then the ratios are the same ("equity") and there is no problem. However, if he perceives the other's ratio as 50/75, then this situation is deemed unfair ("inequity"), tension will result, and the individual becomes motivated to reduce this tension. This could be accomplished by reducing inputs, such as effort, or by leaving the job (or military service) to seek equity. [Ref. 4: pp. 272-287, 292]

"Expectancy theory," made popular by Victor Vroom (1964), describes motivation in terms of "valence," "instrumentality," and "expectancy." Valence is the individual's feelings about the outcome of a job. The outcome, and so the valence, could be positive (such as a pay raise) or negative (such as termination). Of course, if the individual, for some reason, wanted to be fired, then termination would have a positive valence. If he is indifferent to an outcome, his valence would be zero. Instrumentality is the perceived relationship between performance and outcome. If the individual believes good work leads to a promotion, his instrumentality will be high; but, if promotions are given based only on seniority, instrumentality will be low. Expectancy is the perceived

relationship between effort and performance. If it seems like your performance remains low no matter how hard you try, then your expectancy will be low. These factors are used in the following equation: force = $f[E(\sum_{j=1}^{n} V_j I_j)]$, where force is the amount of motivation, E is the expectancy, V is the valence, and I is the instrumentality.[1] If an individual sees no relationship between personal effort and performance (low expectancy), believes there is no relationship between how well he performs and the acquired outcomes (low instrumentality), or feels indifferent or negatively about available outcomes (low valence), then motivation will be low. [Ref. 5: pp. 15-19] If the individual believes the outcomes available from a civilian job are more valuable than those available from the military, believes performance in a civilian job will have a higher impact on these outcomes, or believes there will be a greater relationship between effort and performance in a civilian job, he will be motivated to leave the service.

Goal setting, according to Edwin Locke (1968), assumes people behave consciously and rationally. People consciously set goals, and these goals are the basis for motivation and so direct behavior. The more difficult and

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[1] Vroom actually breaks the process down into two propositions: $V_j = f[\sum_{k=1}^{n} (V_k I_{jk})]$ and force = $f[\sum_{j=1}^{n} (E_{ij} V_j)]$ where V_j = valence of outcome j, I_{jk} = instrumentality of outcome j for attainment of outcome k, and E_{ij} = expectancy that act i will be followed by outcome j.

specific the goal, the greater the motivation to work towards this goal, so long as the goal is not deemed to be so difficult as to be unobtainable, in which case it would be rejected. [Ref. 6: pp. 183-186] According to this view, if an officer decided that a civilian job would provide the best means to achieve important goals, the officer would then be motivated to leave the military.

Many previous studies, which are reviewed in the following section, have found that retention is highly correlated with job satisfaction. In light of this, a brief review of some of the theories of job satisfaction is included.

Comparison processes theories say that job satisfaction is based on a comparison of what an individual wants from his job and what he receives. The smaller the difference between these, the greater his satisfaction will be. Some researchers view these "wants" as based on needs [Ref. 7: pp. 383-384]. Others believe they are based on learned values [Ref. 8: pp. 316-319; Ref. 9: pp. 480-482]. Since everyone has the same needs, differences in satisfaction from similar jobs are attributed to differing strengths of these needs between different people. Values, which are what a person desires or considers valuable, are acquired and so are obviously different for different people. The extent to which an individual's needs or values are met determines his job satisfaction.

Herzberg's (1959) two-factor theory divides all job-related variables into two classes. The first class, satisfiers or "motivators" (content factors) are factors which contribute to job satisfaction and include achievement, recognition, and responsibility. Dissatisfiers or "hygienes" (context factors), on the other hand, are factors which contribute to job dissatisfaction and include company policy, salary, and working conditions. If a lot of content factors are available in a job, then that job will provide individuals with a high degree of satisfaction; however, if these factors are absent, rather than feeling dissatisfied, employees will feel indifferent toward the job. At the same time, if context factors are good, then employees will feel indifferent; but, if they are bad, then employees will feel dissatisfied. [Ref. 10: pp. 113-119]

Although these theories are varied and often quite involved, they can be simplified and related to one another. The need hierarchy, comparison processes, and two-factor theories are basically concerned with satisfying extrinsic and intrinsic needs or values. The equity, expectancy, and goal setting theories are concerned with meeting expectations of receiving extrinsic or intrinsic rewards. The primary differences lie in the internal mechanisms which convert these external stimuli (rewards) into a behavior.

B. LITERATURE REVIEW

Many studies have been conducted to try to determine factors related to turnover and retention. The services currently give exit interviews to officers choosing to leave the service to determine their reasons for leaving. While this is important, it answers only half the question. What we also need to ask is why people stay. This may not necessarily be the opposite of why people leave. Flowers and Hughes (1973) did a study on civilian employees based on 406 questionnaires administered to employees from three companies. They found that retention is related to job satisfaction and environmental pressure. Job satisfaction is based on intrinsic factors, such as recognition and responsibility. Environmental pressure is based on extrinsic factors, such as pay and job location. If job satisfaction is high, then employees will stay because they want to; but, if it is low, then they will stay only if they feel they have to because of environmental pressure. While these people are still on the job, this is not necessarily good for the company. Since these employees are dissatisfied with their jobs but feel trapped, they may become unproductive or "do exactly what I'm told and no more." They may even decide to "get even" with their company or instigate unionization. [Ref. 11: pp. 49-52] This study indicates that both intrinsic and extrinsic

factors will motivate employees to stay on the job, but extrinsic factors alone will not keep them satisfied.

Another study, by Wernimont (1966), showed that both intrinsic and extrinsic rewards could generate job satisfaction. In this study, each of 50 accountants and 82 engineers who worked for one of nine Midwestern industries were asked to describe an event that had occurred on the job that made him happy with his job and then check one of a pair of statements (50 pairs total) which best described how he felt in that situation. Each pair included an intrinsic and an extrinsic factor which could be related to the incident. Each respondent was also asked to do the same for an event that made him unhappy with his job. The results showed that intrinsic factors were chosen 60 percent of the time in both situations. Wernimont concludes that intrinsic factors contribute to satisfaction and lack of intrinsic factors leads to dissatisfaction. Extrinsic factors also contribute to both, but to a lesser degree. He adds that an employee's expectations about what his job involves and the rewards he should get are important; and, if these expectations are not met, he will be dissatisfied. [Ref. 12: pp. 48-50]

Porter and Steers (1973), in a review of 15 studies conducted by other researchers, conclude that turnover is inversely related to overall job satisfaction. They expand on this by viewing job satisfaction as "the sum total of an

individual's met expectations on the job" [Ref. 13: p. 169]. The closer the job comes to meeting these expectations, the greater the individual's job satisfaction. It is proposed that four general categories of factors are involved in job satisfaction: organization-wide factors (pay and promotion policies); immediate work environment factors (supervision and worker relations); job-related factors (the nature of the job); and personal factors (age, seniority, family considerations). In addition, it is noted that these expectations are concerned with both intrinsic and extrinsic factors. This breakdown attempts to go beyond the well-established fact that individuals who are satisfied with their jobs tend to remain in their jobs and attempts to determine what specifically makes an individual satisfied. [Ref 13: pp. 154-172]

There are also many studies concerned specifically with turnover in the military. Githens (1966) studied the job factors that were considered to be important to NROTC commissioned officers with three through 13 years of service. A list of 25 career values was given to each officer, and he was asked to rate each value in the following manner: on a five-point scale signifying how important that value was personally, on a five-point scale indicating the expected likelihood of receiving that reward while in the Navy, and whether he felt there was a greater probability of receiving that reward in the Navy as compared

to a civilian job. A total of 644 officers were involved in the study. The analysis determined that content factors were considered more important than context factors. In addition, it was found that, although values which were considered to be easily obtainable in the Navy were also considered to be more obtainable in the Navy than in a civilian job, the civilian market was considered to be slightly better at delivering the rewards which were considered most important. The following five values were rated high in importance but low in likelihood of being obtained in the Navy: satisfactory home life, full use of abilities, work under consistent and intelligent personnel policies, feelings of accomplishment, and success through ability alone. These values are concerned primarily with content factors. [Ref. 14: pp. 5-7]

Dudley and Hoyle (1979) conducted a study similar to Githens' to find what types of rewards Army and Marine Corps officers valued and how these affected retention. In this study, 92 Army and 119 Marine Corps officers, in the ranks O-1 through O-4, were given a list of 41 rewards and asked to rank each on a one-to-five scale with respect to their importance to the officer personally, the expected probability of receiving that reward during his career, and the influence of each on his decision to stay in or leave the service. The results for the Army were similar to those of the Marine Corps. They found that while extrinsic

factors were important to the officers, intrinsic factors were considered much more important. They also found that the factors the officers considered most important were also most important in determining career intentions. In addition, the expected probability of receiving these rewards was highly correlated with the officers career intentions. [Ref. 15: pp. 62-67]

Hayden (1985) used the 1978 DoD Survey to determine factors influencing the career decision of Army officers with one through three years of service. The officers were divided into three occupational groups: combat arms, combat support, and combat service support. Using regression models and discriminate analysis with "expected years of service" as the dependent variable, it was found that overall satisfaction with military life was the most important factor influencing retention. Beyond this, the different occupational groups had different specific factors affecting retention, but most were based on comparisons of military with civilian life. [Ref. 16: 94-104] Other studies using various sample groups and methods confirm the importance of job satisfaction with respect to retention [Ref. 17: p. 3; Ref. 18: p. 72].

The main point to be emphasized from reviewing these studies is that retention is based largely on job satisfaction, which is a function of the degree to which

expectations of intrinsic and, to a lesser degree, extrinsic rewards are realized.

In addition to the plethora of studies relating retention with satisfaction, there are many studies which incorporate economic and demographic factors into the career decision. Stolzenberg and Winkler (1983) reviewed various studies published through 1981 and attempted to consolidate the findings into a comprehensive picture of why people quit. Although compensation is an important consideration, it is, in general, not as important as a non-pecuniary factor. Job security is also an important factor; the higher the probability of being laid off the greater the likelihood of quitting. At the same time, the higher the unemployment rate, the less likely an individual is to quit. Since unemployment and layoffs tend to go hand in hand, it is difficult to distinguish which has the greater influence, so a complete econometric model should include both variables. However, a layoff in the military, in terms of a reduction-in-force (RIF) or a twice fail-to-select, does not appear to have a large influence on officer retention. Although the authors are not convinced, they concede that it is possible that good advancement opportunities will contribute to increased retention. Adequate procedures for resolving disputes with supervisors also contribute to retention, as does education, age, length of service, and lack of a spouse and dependents. Race and sex show mixed

results. In some cases it appears that fear of discrimination influences blacks and women to keep a job once they have one; in others, their retention appears to be lower due to the need to take care of children or because race affects attitudes which contribute to dissatisfaction. However, many of these differences may be due to correlations between race/sex and other variables, such as education. The authors conclude that if other variables are held constant then race and sex do not influence retention. Finally, as in the previously cited studies, it is noted that met expectations and satisfaction are important contributors toward retention. [Ref. 19: pp. 17, 27-30, 35-37, 47, 58, 61-63]

Mullens (1984) used a LOGIT model with data from the June 1983 Medical Officer File, which contains individual data on physicians who have left the Navy, are currently on active duty, and are soon to come on active duty. The study was confined to physicians who entered the Navy during or prior to September 1981. The dependent variable was whether or not the physician left the Navy in FY82. It was found that a physician's specialty had a significant impact on the decision to leave, with more specialized doctors tending to stay in: psychiatrists were least likely to leave, whereas general practitioners were most likely to leave. Physicians with a service-specific qualification, such as flight surgeons, which is not readily transferable to a civilian

job, are slightly less likely to leave the service. Another factor influencing retention is where the officer is in his career path. It is noted that there are two critical points in an officer's career: the point when his obligated service expires and the point when he becomes eligible for retirement benefits. As expected, officers who were at these critical points in their career were more likely to leave the Navy. Graduation from a foreign medical school was found to influence individuals to stay in; however, it is believed that these individuals feel the Navy offers increased job security. Source of entry (commissioning source) was also found to affect the decision, as was the commissioned status (regular or reserve). Finally, compensation, as a function of length of service, was considered; however, the author concludes that if compensation is increased, then retention will decrease. [Ref. 20: pp. 5-11]

Other studies exist which investigated other variables along with those already mentioned. Braunstein (1974) found that an individual would be more career-motivated if his spouse had a good attitude toward the service [Ref. 21: p.36]. Daubert (1985) found that individuals who are overseas have a higher retention rate than those stationed in the continental United States, but this may be due to the expectation of less frequent moves, voluntary assignment overseas (if the individual enjoys it), or trading a tour

overseas now for a more desirable tour later (if the individual does not enjoy it) [Ref. 22: pp. 38-39]. Estabrooks (1981) found that an officer's billet assignment has a limited but definite impact on the career decision. The influence may be through the desirability (for either personal or career motivated reasons) of the new billet or satisfaction with the detailing process [Ref. 23: pp. 61-63].

A more involved model, which was developed to model the reenlistment decision made by Navy enlisted personnel, is the Annualized Cost of Leaving (ACOL) model (Warner and Goldberg, 1984). The authors attempt to establish a relationship between pecuniary and non-pecuniary aspects of a job. Basically, this is done by first estimating the difference of the sum of the present values of an individual's expected future military earnings for a particular number of years (including retirement benefits) and the sum of the present values of his expected civilian wages over this same time period if he was to leave the service. This figure is then divided by the sum of the present values of a dollar received each year for the designated period. This gives the individual's annualized cost of leaving the military (ACOL). His ACOL is then compared to his net preference for civilian life (the difference between the annual monetary equivalent of the non-pecuniary aspects of a military job and that of a

civilian job). If his ACOL is greater, the individual will choose to reenlist. [Ref. 24: pp. 27-28]

Then, Warner and Goldberg set up a PROBIT model using ACOL, marital status, and unemployment rates as independent variables and the reenlistment decision as the dependent variable. This was done in each of 16 occupational groups. It was found that ACOL was a significant factor in determining the reenlistment decision. Marital status was also found to be significant; however, unlike Stolzenberg and Winkler, the authors conclude that married individuals are more likely to reenlist. The impact of unemployment was less certain: it was found to be significant in only about half of the groups. [Ref. 24: pp. 31-33]

Gotz and McCall (1984) developed a retention model for the Air Force which expands on the ACOL model. Their "dynamic retention model" assumes individuals will make retention decisions based on which alternative (stay in or leave the service) offers the greatest expected payoff. Factors which contribute to the determination of these payoffs are promotion probabilities, military pay, retirement benefits, severance pay, expected civilian pay, net monetary equivalent of non-pecuniary aspects of service life (military less civilian aspects), and the monetary equivalent of "transient shocks" (unexpected events which may influence, either positively or negatively, a retention decision). Future payoffs of each of these must be

discounted to their present values, except for transient shocks which, by definition, are not expected. Variables which contributed to the determination of retention rates are fiscal year in which the individual's service obligation ends, number of years of initial obligation, aeronautical rating (equivalent to occupational specialty), source of commission, LOS, component (regular or reserve), rank, and year of service in which promoted to that rank. While individual components of the model were not tested for significance, the model as a whole was found to accurately predict retention rates. [Ref. 25: pp. 1, 3-4, 8-11, 17, 25-27]

In reviewing these studies, it is obvious that there are a myriad of factors which contribute to the career decision. In addition to those cited, there are, undoubtedly, many others which have been overlooked and still others which have yet to be discovered. However, in examining this list, it is noted that all relevant factors fall into one of only three broad categories: personal, intrinsic, and extrinsic factors. Centering this study around the concept of these categories will simplify the approach to determining which factors are most influential and may help in the determination of other potentially influential factors which have not been specifically considered.

II. METHOD

The data used in this thesis are from the 1985 DoD Survey of Officer and Enlisted Personnel. This survey was conducted by the Defense Manpower Data Center (DMDC) for the Office of the Assistant Secretary of Defense (Force Management and Personnel). It was administered between January and June 1985 (with most responses collected during March) and included active duty military personnel stationed world-wide who were on duty 30 September 1984. It was conducted in order to establish a cross sectional data base from which military policy issues could be studied. [Ref. 26: pp. 1-1 to 2-9]

This study is confined to Army and Marine Corps officers who are between their fourth-year and twelfth-year of service, since this is the time period in which most individuals make career decisions. It has been shown that an officer's original career intentions generally have only a slight relationship to later career plans [Ref. 27: p. 272], and the tendency to leave a job decreases as age and length of service increase [Ref. 28: p. 13].[2] Warrant officers and individuals holding less than a bachelor's

[2] Only four out of 1620 Army officers and 14 out of 1256 Marine Corps officers with over 12 years of service who answered the survey expressed an intention of leaving the service before retirement.

degree are not included. The Army and Marine Corps are being studied and compared because of the common assumption that both branches perform similar missions. Both are concerned with fighting a war on land: fighting on a traditional battlefield, utilizing armor and artillery (although the Marines, perhaps, to a lesser extent), conducting amphibious assaults, and such. In the public's eye, the primary difference is that the Marines are "tougher" whereas the Army is often thought of as the "branch of last resort" if an individual is unqualified to enlist in any other branch. In addition to looking at the Army and Marine Corps as a whole, each branch is divided into DoD occupational specialties; however, due to limited sample sizes, the only specialty areas that will be considered are the tactical operations, administrative, non-occupational, and medical specialties. Since the Marine Corps depends upon the Navy to supply medical support, only Army medical specialists are included.

Individuals are considered to be either careerists or non-careerists based on their response to the question, "When you finally leave the military, how many total years of service do you expect to have?" (question ID: 027E26). Those who answered 20 years or more are considered to be "careerists;" those who answered 19 years or less are considered to be "non-careerists."

Several determinants of the career choice decision are identified from the survey. Variables are selected based on the literature review cited above and fall into one of three categories: personal, intrinsic, and extrinsic variables. Personal variables include AGE, SEX, RACE, education (EDUC), marital status (MARRIED), number of dependents (DEPEND), commissioning source (COMM), and length of service (LOS). Intrinsic variables include the probability of promotion (PROM), military life as expected (EXPECT), and satisfaction with current job (as a proxy for satisfaction with the detailing process; DETAIL). In addition, two variables are derived using factor analysis. These variables incorporate various aspects of "satisfaction" variables with non-pecuniary aspects of military life. These aspects include satisfaction with personal freedom, environment for the family, frequency of moves, opportunity to serve your country, working environment, job training, and job security. Factor analysis, or more specifically principle components analysis, is useful for establishing the existence of a pattern of relationships among a set of variables. First, the correlation between the given variables is examined. These variables are then reduced into a series of uncorrelated variables or factors, each of which explains a portion of the variance of the data. Finally, these factors are rotated in order to transform them into simpler and more meaningful factors. The first

factor generated explains the most variance of the data as a whole, the next the second most, and so on. [Ref. 29: pp. 469-473] The first factor, designated "JOB", is heavily weighted by variables concerned primarily with the job itself. The second factor, designated "FAMILY", is heavily weighted by variables concerned with effects of military life on the individual's family. Extrinsic variables include total military pay (TOTPAY), probability of finding a good civilian job (CIVJOB), and satisfaction with retirement benefits (RETIRE). Other variables which are deemed important but are excluded due to a lack of data include unemployment rates at home of record, adequate procedures for resolving disputes with supervisors, component (regular or reserve), military/civilian pay ratio, and number of years of initial obligation. Whether or not a spouse agrees with an individual's career plans is not included since it applies only to married personnel.

The variables are defined as follows. AGE is simply the respondent's age in years. SEX is a dichotomous (dummy) variable which equals one for females and zero for males. RACE is captured by three dummy variables: BLACK, Hispanic (HISP), and other non-white (OTHER); whites are the omitted category. EDUC is a dummy variable that equals one for either a master's or doctoral degree and zero for a bachelor's degree. MARRIED is also a dummy variable with married equals one and not married equals zero. DEPEND is

the number of dependents the respondent has excluding his spouse. Commissioning source (COMM) uses four dummy variables: officer candidate school (OCS), reserve officer training corps (ROTC), direct commission (DIRECT), and a health professional scholarship or medic specialist program (MED); academy graduates are the omitted category. LOS is months of service. The probability of promotion (PROM) and probability of finding a good civilian job (CIVJOB) are measured on a scale from zero to ten, with zero equal to "no chance" and ten equal to "certain." EXPECT is used on a one to five scale with one equal to "strongly agree" and five equal to "strongly disagree." DETAIL, RETIRE, and the seven "satisfaction with" variables included in the JOB and FAMILY factors are measured on a one to five scale with "very satisfied" equal to one and "very dissatisfied" equal to five. TOTPAY is total military income in dollars. The variables are listed in Table 1 for ease of reference and discussed in greater detail in Appendix A.

In an attempt to clear up some problems which surfaced in this model, a second model was estimated which modified the first in three respects. AGE was deleted since it is highly correlated with LOS, and LOS appears to have a more significant influence on the career decision. MARRIED and DEPEND were combined into one variable, total number of dependents (TOTDEP), which is simply the number of dependents (DEPEND) plus one if the individual is married.

TABLE 1

LIST OF VARIABLES

AGE = age

SEX = sex

BLACK = black (RACE)

HISP = Hispanic (RACE)

OTHER = other (RACE)

EDUC = education

MARRIED = marital status

DEPEND = number of dependents

TOTDEP = total number of dependents

OCS = officer candidate school (COMM)

ROTC = reserve officer training corps

DIRECT = direct commission (COMM)

MED = medical program (COMM)

LOS = length of service

PROM = promotion probability

EXPECT = military life as expected

DETAIL = satisfaction with current job (detailing process)

JOB = satisfaction with job related factors

FAMILY = satisfaction with family related factors

TOTPAY = total military pay

SUPPAY = supplemental pay

CIVJOB = probability of finding a good civilian job

RETIRE = satisfaction with retirement benefits

Finally, another extrinsic variable, supplemental pay (SUPPAY) was included. This was done in an attempt to determine whether family income other than military pay might account for TOTPAY results which are counterintuitive.

One of the basic assumptions of multiple regression is that there is no relationship between any of the independent variables; a change in one should not have any effect on any of the others. Of course, in reality, this is very seldom the case; however, if the correlation is not very strong, its effects may be overlooked. On the other hand, if two variables are highly correlated then the coefficients of the model may be unstable and unreliable. [Ref. 30: pp. 87-90] This situation, known as multicollinearity, may, to some extent, be avoided by using a correlation matrix in order to anticipate or detect potential problems. At the same time, a complete econometric model should include all relevant variables; at this point a judgment call must be made in order to balance multicollinearity with completeness.

Another use of the correlation matrix is to predict the direction of the relationship between the dependent and independent variables. If the matrix shows them to be positively correlated, then the regression model should not show a negative correlation. However, this is not considered to be a serious problem for coefficients which are determined to be insignificant.

Data were analyzed on the IBM 3033 mainframe computer using the Statistical Package for the Social Sciences (SPSSx) program.

Logistic regression analysis (LOGIT) was used to investigate the impact of the explanatory variables and to identify those which have the strongest influence on the career decision [Ref. 31: pp. 602-619]. The dependent variable in the LOGIT model is the careerist/non-careerist decision, measured as the log of the odds of being a careerist.

Coefficients of continuous variables were converted to elasticities. This was done by using the following formula: elasticity = coeff * X(i) * (1-p),

where elasticity = elasticity at the mean

coeff = variable coefficient estimated in the model

X(i) = the mean value of variable i

p = the probability of being a careerist (actual number of careerists divided by the total group size) [Ref. 32: p. 189; Ref. 30: p. 91]. The effects of dichotomous variables were determined in the following manner. First, P(0) (predicted probability of being a careerist) was found when the variable in question equals zero and using the mean values of all other independent variables. Since the model gives us the log of the odds (ln(P/1-P)), the antilog of the results was found and then P(0) was determined. Then P(1) was found when the variable equals one while all else

remains constant. The difference between P(1) and P(0) will be the effect of the dichotomous independent variable on the probability of being a careerist at the mean. The mean values of each variable are shown in Appendix B.

As an indication of the validity of the results, the models were used to predict the probability of an individual desiring a 20-year career, and this was compared with his stated intentions using crosstabulations. Specifically, the model was manually placed back into the computer program using the COMPUTE command. Two different cutoff points were used for determining whether an individual would be categorized as a careerist or non-careerist. First, .5 was used with individuals whose P was .5 or greater being careerists. In addition, the mean value of P was determined for each group and used as the cutoff value in an attempt to improve correct prediction rates.

To compare the two branches and the various occupational specialties within each branch, a Chow test was performed on the ordinary least squares (OLS) regression of each group [Ref. 33: pp. 173-175]. OLS was used in order to simplify the calculations and is justified because the purpose of the Chow test is to determine whether two groups are equivalent and can be treated as a single group. While specific parameters may be slightly different than what would be obtained using the LOGIT models, the overall results should be the same.

III. STATISTICAL RESULTS

Tables 2 through 10 show the results of the LOGIT regressions for Model 1 and Tables 11 through 19 for Model 2. Sample sizes of each group are as follows: all Army, 1161; Army tactical operations, 292; Army medical, 191; Army administrative, 158; Army non-occupational, 140; all Marine Corps, 926; Marine Corps tactical operations, 335; Marine Corps administrative, 117; and Marine Corps non-occupational, 162. Since the SPSSx program divides the LOGIT equation by two and adds five to the intercept [Ref. 29: pp. 605-606], the figures in these tables were derived from the output by subtracting five from the intercept and then multiplying this and all coefficients by two. The variables found to have a statistically significant impact on career intentions are highlighted with asterisks.

The last column in each table shows the elasticities of continuous independent variables and effects on the probability of being a careerist of dichotomous independent variables. For example, from Table 2 it can be seen that for all Army officers, if the probability of promotion were increased by ten percent, then the probability of an individual being a careerist would increase by 3.29 percent. Likewise, if an Army officer were female, the probability of being a careerist is .022 less than that of a male officer.

Tables 20 through 55 show the results of the predictions based on the estimated models, and these results are summarized in Tables 56 through 59. As shown in Tables 56 and 58, if .5 is used as the cutoff point, the prediction tables show a fairly accurate overall prediction rate and an excellent correct prediction rate for careerists, but this is accomplished at the expense of correctly predicting non-careerists. Using .5 as the cutoff value essentially predicts that everyone will be a careerist and does little to isolate the non-careerists. However, as shown in Tables 57 and 59, using the mean value of the predicted probabilities of being a careerist as the cutoff value somewhat decreases the proportion of careerists correctly predicted but greatly increases the proportion of non-careerists correctly predicted.

Table 60 shows the results of the Chow test. From this table it can be seen that all Army and all Marine Corps are significantly different from each other and cannot be treated as a single group. Likewise, Army and Marine Corps tactical operations are also significantly different. Within branches, statistically significant differences are found only for the Army medical and tactical operations groups and the Army medical and administrative groups.

TABLE 2

LOGIT EQUATION FOR ALL ARMY
MODEL 1
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	.15130	6.833	
personal:			
AGE	.00164	.039	.006
SEX	-.48132*	-1.815	-.022#
BLACK	.07102	.200	.003#
HISP	-.58876	-.992	-.031#
OTHER	-.43430	-.806	-.021#
EDUC	.11258	.366	.005#
MARRIED	.09830	.365	.004#
DEPEND	.06602	.608	.008
OCS	.88732	1.394	.035#
ROTC	.53394	1.603	.024#
DIRECT	.45842	1.051	.022#
MED	-1.11446**	-2.400	-.105#
LOS	.04090***	7.243	.436
intrinsic:			
PROM	.36060***	6.699	.329
EXPECT	.10070	.727	.024
DETAIL	-.36504***	-3.246	-.090
JOB	-.28076*	-1.853	-.083
FAMILY	-.36038***	-2.768	-.118
extrinsic:			
TOTPAY	-.00004**	-2.027	-.120
CIVJOB	-.07430	-1.143	-.067
RETIRE	-.12756	-.987	-.033

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
1161 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 3

LOGIT EQUATION FOR ARMY TACTICAL OPERATIONS
MODEL 1
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-2.72206	1.601	
personal:			
AGE	.09370	.491	.222
SEX	-1.55320	-1.605	-.100#
BLACK	-.51674	-.628	-.019#
HISP	-1.74588	-1.264	-.121#
OTHER	.53878	.349	.012#
EDUC	.83612	.624	.021#
MARRIED	.67094	.962	.026#
DEPEND	-.13762	-.519	-.013
OCS	.44638	.412	.028#
ROTC	1.35922*	1.907	.060#
DIRECT	-.38558	-.221	-.034#
MED	.00000		
LOS	-.00604	-.303	-.044
intrinsic:			
PROM	.46436***	2.802	.312
EXPECT	-.14436	-.407	-.025
DETAIL	-.65146***	-2.605	-.112
JOB	-.27634	-.751	-.055
FAMILY	-.02532	-.083	-.006
extrinsic:			
TOTPAY	.00012	1.062	.242
CIVJOB	-.09678	-.588	-.059
RETIRE	-.49108	-1.602	-.091

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
292 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 4

LOGIT EQUATION FOR ARMY MEDICAL
MODEL 1
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	.40570	3.152	
personal:			
AGE	-.09050	-1.425	.753
SEX	.19320	.307	.023#
BLACK	.05676	.071	.006#
HISP	-3.72782	-1.555	-.730#
OTHER	-.75450	-.853	-.105#
EDUC	.07214	.110	.008#
MARRIED	-.20990	-.341	-.024#
DEPEND	.24680	1.160	.078
OCS	.00000		
ROTC	-.26536	-.235	-.030#
DIRECT	.44284	.486	.038#
MED	-1.36762	-1.418	-.221#
LOS	.06638***	5.030	1.476
intrinsic:			
PROM	.32962***	2.825	.610
EXPECT	.16760	.589	.092
DETAIL	-.42508	-1.524	-.247
JOB	-.11298	-.316	-.082
FAMILY	-.61750**	-2.056	-.430
extrinsic:			
TOTPAY	-.00002	-.704	-.160
CIVJOB	-.11912	-.815	-.258
RETIRE	.27886	.872	.163

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
191 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 5

LOGIT EQUATION FOR ARMY ADMINISTRATIVE
MODEL 1
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-10.72616	-.054	
personal:			
AGE	.30574	1.110	.730
SEX	-1.91884	-1.576	-.014#
BLACK	-2.31496*	-1.733	-.030#
HISP	2.31370	.089	.003#
OTHER	-2.84836	-1.051	-.053#
EDUC	.02194	.020	.001#
MARRIED	-.67800	-.611	-.003#
DEPEND	.17952	.355	.014
OCS	4.89414	.364	.004#
ROTC	-.85004	-.333	-.003#
DIRECT	-1.70068	-.621	-.019#
MED	.00000		
LOS	.01232	.350	.095
intrinsic:			
PROM	.98848***	3.273	.625
EXPECT	-.71940	-1.322	-.117
DETAIL	.73732	1.148	.119
JOB	.26466	.498	.053
FAMILY	.04406	.067	.009
extrinsic:			
TOTPAY	-.00018	-.375	-.352
CIVJOB	-.11916	-.431	-.070
RETIRE	1.30950*	1.871	.235

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
158 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 6

LOGIT EQUATION FOR ARMY NON-OCCUPATIONAL
MODEL 1
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-15.65416	-.539	
personal:			
AGE	.49198*	1.667	1.600
SEX	.25270	.202	.001#
BLACK	7.22466	.442	.008#
HISP	5.94032	.201	.008#
OTHER	-1.40266	-.392	-.023#
EDUC	.46884	.285	.002#
MARRIED	2.24362	1.538	.021#
DEPEND	-.92514	-1.356	-.108
OCS	1.28560	.058	.003#
ROTC	.20318	.182	.001#
DIRECT	-1.79884	-.969	-.017#
MED	-3.12834	-1.569	-.071#
LOS	.04832*	1.718	.489
intrinsic:			
PROM	.74586**	2.371	.677
EXPECT	.36198	.390	.083
DETAIL	.00216	.003	.001
JOB	-1.23626	-1.560	-.318
FAMILY	.09782	.162	.033
extrinsic:			
TOTPAY	-.00006	-.552	-.167
CIVJOB	-.29930	-.770	-.267
RETIRE	-.15672	-.335	-.038

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
140 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 7

LOGIT EQUATION FOR ALL MARINE CORPS
MODEL 1
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	-2.13216	4.289	
personal:			
AGE	.11660	1.631	.512
SEX	-.83412***	-2.994	-.075#
BLACK	.75372	1.220	.039#
HISP	-.50352	-.842	-.044#
OTHER	-.69396	-1.061	-.066#
EDUC	-.15622	-.475	-.012#
MARRIED	.31794	1.225	.018#
DEPEND	-.11598	-1.028	-.017
OCS	-.49652*	-1.785	-.038#
ROTC	-.26426	-.922	-.018#
DIRECT	7.40824	.168	.066#
MED	.00000		
LOS	.02522***	3.658	.345
intrinsic:			
PROM	.20632***	4.030	.244
EXPECT	-.39664***	-3.020	-.122
DETAIL	-.33476***	-3.430	-.101
JOB	-.12964	-.936	-.049
FAMILY	-.17126	-1.379	-.073
extrinsic:			
TOTPAY	.00002	.496	.078
CIVJOB	-.04230	-.680	-.052
RETIRE	-.21134*	-1.714	-.073

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
926 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 8

LOGIT EQUATION FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 1
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	-6.70768	.845	
personal:			
AGE	.31716**	2.072	1.436
SEX	-1.96662*	-1.943	-.206#
BLACK	9.77844	.138	.047#
HISP	-.95776	-1.078	-.067#
OTHER	-.98994	-.970	-.070#
EDUC	-.26186	-.324	-.013#
MARRIED	.90344*	1.844	.051#
DEPEND	-.42820*	-1.904	-.069
OCS	-1.19046**	-2.223	-.061#
ROTC	-.72318	-1.508	-.029#
DIRECT	.00000		
MED	.00000		
LOS	.04824***	2.982	.673
intrinsic:			
PROM	.14380	1.524	.175
EXPECT	-.28954	-1.187	-.094
DETAIL	-.32788*	-1.841	-.101
JOB	-.24628	-.970	-.099
FAMILY	-.14874	-.714	-.067
extrinsic:			
TOTPAY	-.00006	-1.063	-.259
CIVJOB	-.08382	-.681	-.106
RETIRE	-.07420	-.327	-.028

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
335 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 9

LOGIT EQUATION FOR MARINE CORPS ADMINISTRATIVE MODEL 1
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	2.39174	2.055	
personal:			
AGE	-.04910	-.237	-.243
SEX	-.73074	-.877	-.063#
BLACK	.76422	.632	.059#
HISP	7.51656	.075	.118#
OTHER	-1.24254	-.490	-.198#
EDUC	.40628	.528	.034#
MARRIED	-.24422	-.310	-.021#
DEPEND	-.19792	-.773	-.026
OCS	-.35068	-.480	-.031#
ROTC	-.26250	-.222	-.023#
DIRECT	-1.08506	-.008	-.130#
MED	.00000		
LOS	.05482**	2.424	.851
intrinsic:			
PROM	.22356	1.145	.294
EXPECT	-.58976	-1.036	-.190
DETAIL	-.14966	-.453	-.051
JOB	.10408	.245	.043
FAMILY	.13050	.332	.058
extrinsic:			
TOTPAY	-.00018	-.755	-.746
CIVJOB	.10512	.632	.141
RETIRE	-.22486	-.619	-.086

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
117 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 10

LOGIT EQUATION FOR MARINE CORPS NON-OCCUPATIONAL
MODEL 1
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	5.90008	2.746	
personal:			
AGE	-.08918	-.393	-.345
SEX	-.99046	-1.008	-.049#
BLACK	8.38940	.343	.052#
HISP	-.65826	-.355	-.044#
OTHER	.00000		
EDUC	-1.72844	-1.489	-.120#
MARRIED	.92654	1.076	.041#
DEPEND	-.03094	-.078	-.004
OCS	-.04238	-.038	-.001#
ROTC	-1.33458	-1.614	-.065#
DIRECT	.00000		
MED	.00000		
LOS	.06460**	2.229	.770
intrinsic:			
PROM	.30262*	1.955	.316
EXPECT	-.51616	-1.310	-.139
DETAIL	-.38502	-1.368	-.106
JOB	-.73324*	-1.689	-.252
FAMILY	-.35950	-.812	-.134
extrinsic:			
TOTPAY	-.00010	-.836	-.355
CIVJOB	-.01582	-.094	-.017
RETIRE	-.44028	-1.186	-.132

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
162 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 11

LOGIT EQUATION FOR ALL ARMY
MODEL 2
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	.23030	9.324	
personal:			
SEX	-.45740	-1.626	-.020#
BLACK	.05894	.165	.002#
HISP	-.59108	-.998	-.031#
OTHER	-.45040	-.838	-.022#
EDUC	.12990	.432	.005#
TOTDEP	.07708	.920	.016
OCS	.88608	1.410	.034#
ROTC	.53614	1.609	.024#
DIRECT	.45770	1.097	.021#
MED	-1.11266**	-2.396	-.102#
LOS	.04096***	7.834	.436
intrinsic:			
PROM	.35972***	6.768	.328
EXPECT	.10510	.752	.025
DETAIL	-.36608***	-3.260	-.091
JOB	-.28170*	-1.863	-.083
FAMILY	-.36290***	-2.790	-.119
extrinsic:			
TOTPAY	-.00004**	-2.195	-.120
SUPPAY	.00000	-.256	.000
CIVJOB	-.07420	-1.143	-.066
RETIRE	-.12800	-.992	-.033

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
1161 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 12

LOGIT EQUATION FOR ARMY TACTICAL OPERATIONS
MODEL 2
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-.95602	2.728	
personal:			
SEX	-1.56450	-1.447	-.073#
BLACK	-.39386	-.479	-.010#
HISP	-1.65044	-1.219	-.081#
OTHER	.49300	.331	.008#
EDUC	.82378	.615	.015#
TOTDEP	.05408	.280	.009
OCS	.52642	.501	.023#
ROTC	1.33224*	1.897	.042#
DIRECT	-.15842	-.096	-.009#
MED	.00000		
LOS	.00098	.069	.007
intrinsic:			
PROM	.45628***	2.741	.306
EXPECT	-.14578	-.410	-.025
DETAIL	-.66062***	-2.721	-.114
JOB	-.22398	-.623	-.045
FAMILY	-.01016	-.034	-.002
extrinsic:			
TOTPAY	.00016	1.308	.322
SUPPAY	.00000	.252	.000
CIVJOB	-.10608	-.654	-.065
RETIRE	-.49960	-1.619	-.107

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
292 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 13

LOGIT EQUATION FOR ARMY MEDICAL
MODEL 2
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-2.16908	3.066	
personal:			
SEX	.47134	.722	.066#
BLACK	-.17096	-.212	-.022#
HISP	-2.88896	-1.287	-.605#
OTHER	-1.07044	-1.197	-.181#
EDUC	.09756	.151	.013#
TOTDEP	.20838	1.230	.103
OCS	.00000		
ROTC	.20346	.175	.024#
DIRECT	.43530	.491	.048#
MED	-.98758	-1.056	-.173#
LOS	.06210***	4.879	1.381
intrinsic:			
PROM	.36002***	3.146	.667
EXPECT	.21342	.754	.117
DETAIL	-.45568*	-1.649	-.265
JOB	-.03880	-.112	-.028
FAMILY	-.66754**	-2.126	-.465
extrinsic:			
TOTPAY	-.00006	-1.494	-.479
SUPPAY	-.00002	-1.280	-.080
CIVJOB	-.10348	-.721	-.224
RETIRE	.30272	.961	.177

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
191 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 14

LOGIT EQUATION FOR ARMY ADMINISTRATIVE
MODEL 2
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-3.25282	.633	
personal:			
SEX	-2.27226*	-1.735	-.020#
BLACK	-2.58654**	-2.066	-.043#
HISP	2.58522	.101	.003#
OTHER	-3.45354	-1.369	-.100#
EDUC	.42084	.422	.002#
TOTDEP	-.09176	-.249	-.012
OCS	5.74080	.444	.005#
ROTC	-1.18762	-.520	-.011#
DIRECT	-1.21070	-.488	-.011#
MED	.00000		
LOS	.02238	.722	.172
intrinsic:			
PROM	.98910***	3.349	.625
EXPECT	-.74440	-1.303	-.121
DETAIL	.96400	1.582	.156
JOB	.16280	.321	.032
FAMILY	-.04956	-.075	-.010
extrinsic:			
TOTPAY	-.00012	-.257	-.234
SUPPAY	.00002	.300	.020
CIVJOB	-.22352	-.844	-.131
RETIRE	1.30538*	1.747	.235

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
158 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 15

LOGIT EQUATION FOR ARMY NON-OCCUPATIONAL
MODEL 2
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio	elasticity
intercept	-3.38172	1.120	
personal:			
SEX	-.03942	-.030	-.001#
BLACK	5.90286	.301	.015#
HISP	6.80750	.167	.015#
OTHER	-2.30322	-.967	-.116#
EDUC	1.27598	.918	.009#
TOTDEP	.25088	.668	.051
OCS	4.85022	.258	.013#
ROTC	.78556	.794	.008#
DIRECT	-.38680	-.250	-.006#
MED	-3.53266*	-1.789	-.313#
LOS	.05792**	2.462	.586
intrinsic:			
PROM	.49634**	2.377	.450
EXPECT	.25078	.356	.057
DETAIL	-.03844	-.071	-.008
JOB	-.89332	-1.346	-.230
FAMILY	-.19312	-.363	-.065
extrinsic:			
TOTPAY	-.00002	-.102	-.056
SUPPAY	.00002	.231	.022
CIVJOB	-.06628	-.214	-.059
RETIRE	-.18444	-.403	-.045

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
140 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 16

LOGIT EQUATION FOR ALL MARINE CORPS
MODEL 2
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	.43536	9.792	
personal:			
SEX	-.73896**	-2.435	-.064#
BLACK	.81854	1.336	.041#
HISP	-.49732	-.834	-.043#
OTHER	-.55720	-.854	-.050#
EDUC	-.06148	-.191	-.004#
TOTDEP	.00562	.069	.001
OCS	-.30860	-1.234	-.023#
ROTC	-.19258	-.670	-.014#
DIRECT	7.85400	.177	.070#
MED	.00000		
LOS	.03126***	5.480	.427
intrinsic:			
PROM	.20062***	3.933	.237
EXPECT	-.41832***	-3.193	-.129
DETAIL	-.34566***	-3.577	-.104
JOB	-.10968	-.800	-.041
FAMILY	-.17878	-1.441	-.076
extrinsic:			
TOTPAY	.00004	1.304	.157
SUPPAY	.00000	-.321	.000
CIVJOB	-.05058	-.812	-.062
RETIRE	-.21872*	-1.770	-.076

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
# = effect on P (dummy variable)
926 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 17

LOGIT EQUATION FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 2
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	.13764	4.434	
personal:			
SEX	-1.92988*	-1.808	-.204#
BLACK	9.76622	.138	.049#
HISP	-.85228	-.958	-.059#
OTHER	-.40398	-.393	-.023#
EDUC	-.15858	-.198	-.008#
TOTDEP	-.06220	-.412	-.017
OCS	-.87166*	-1.917	-.042#
ROTC	-.77358	-1.593	-.035#
DIRECT	.00000		
MED	.00000		
LOS	.06266***	4.184	.874
intrinsic:			
PROM	.16136*	1.710	.197
EXPECT	-.29452	-1.237	-.096
DETAIL	-.29718*	-1.722	-.092
JOB	-.22754	-.901	-.092
FAMILY	-.18560	-.905	-.084
extrinsic:			
TOTPAY	-.00002	-.476	-.086
SUPPAY	.00004	1.474	.037
CIVJOB	-.09248	-.749	-.117
RETIRE	-.05998	-.268	-.022

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
335 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 18

LOGIT EQUATION FOR MARINE CORPS ADMINISTRATIVE MODEL 2
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	-.00352	1.770	
personal:			
SEX	.25184	.272	.018#
BLACK	.73300	.595	.044#
HISP	5.82928	.058	.087#
OTHER	-1.13570	-.414	-.143#
EDUC	.95324	1.082	.057#
TOTDEP	-.10548	-.494	-.025
OCS	-.50236	-.682	-.038#
ROTC	.71728	.546	.032#
DIRECT	.59698	.004	.028#
MED	.00000		
LOS	.05390**	2.376	.836
intrinsic:			
PROM	.19332	.972	.255
EXPECT	-.88242	-1.485	-.284
DETAIL	-.13662	-.383	-.047
JOB	.00522	.012	.002
FAMILY	.33064	.799	.147
extrinsic:			
TOTPAY	-.00012	-.583	-.497
SUPPAY	-.00004**	-2.198	-.098
CIVJOB	.08416	.502	.112
RETIRE	-.15748	-.417	-.060

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
117 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 19

LOGIT EQUATION FOR MARINE CORPS NON-OCCUPATIONAL
MODEL 2
(dependent variable = 1 if intend to make Marines a career)

variable	coefficient	t ratio	elasticity
intercept	4.10736	3.809	
personal:			
SEX	-1.23494	-1.152	-.083#
BLACK	7.89462	.303	.064#
HISP	-.94714	-.559	-.086#
OTHER	.00000		
EDUC	-1.52796	-1.373	-.120#
TOTDEP	.19990	.800	.047
OCS	-.24802	-.289	-.008#
ROTC	-1.30008	-1.607	-.075#
DIRECT	.00000		
MED	.00000		
LOS	.05622**	2.366	.670
intrinsic:			
PROM	.29856**	1.964	.312
EXPECT	-.45070	-1.165	-.121
DETAIL	-.39428	-1.430	-.109
JOB	-.69182	-1.632	-.238
FAMILY	-.36848	-.834	-.137
extrinsic:			
TOTPAY	-.00012	-.970	-.426
SUPPAY	.00002	.677	.024
CIVJOB	-.00938	-.057	-.010
RETIRE	-.35986	-.999	-.108

* = significant at p = .10
** = significant at p = .05
*** = significant at p = .01
\# = effect on P (dummy variable)
162 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 20

PREDICTION TABLE FOR ALL ARMY
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	42 3.6%	87 7.5%	129
	careerist	26 2.2%	1006 86.6%	1032
	total	68	1093	1161

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 21

PREDICTION TABLE FOR ALL ARMY
MODEL 1
(cutoff P = .894)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	98 8.4%	31 2.7%	129
	careerist	216 18.6%	816 70.3%	1032
	total	314	847	1161

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 22

PREDICTION TABLE FOR ARMY TACTICAL OPERATIONS
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	10 3.4%	13 4.5%	23
	careerist	14 4.8%	255 87.3%	269
	total	24	268	292

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 23

PREDICTION TABLE FOR ARMY TACTICAL OPERATIONS
MODEL 1
(cutoff P = .909)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	19 6.5%	4 1.4%	23
	careerist	65 22.3%	204 69.9%	269
	total	84	208	292

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 24

PREDICTION TABLE FOR ARMY MEDICAL
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	22 11.5%	25 13.1%	47
	careerist	5 2.6%	139 72.8%	144
	total	27	164	191

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 25

PREDICTION TABLE FOR ARMY MEDICAL
MODEL 1
(cutoff P = .773)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	37 19.4%	10 5.2%	47
	careerist	34 17.8%	110 57.6%	144
	total	71	120	191

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 26

PREDICTION TABLE FOR ARMY ADMINISTRATIVE
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	3 1.9%	9 5.7%	12
	careerist	1 0.6%	145 91.8%	146
	total	4	154	158

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 27

PREDICTION TABLE FOR ARMY ADMINISTRATIVE
MODEL 1
(cutoff P = .924)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	11 7.0%	1 0.6%	12
	careerist	30 19.0%	116 73.4%	146
	total	41	117	158

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 28

PREDICTION TABLE FOR ARMY NON-OCCUPATIONAL
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	9 6.4%	6 4.3%	15
	careerist	2 1.4%	123 87.9%	125
	total	11	129	140

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 29

PREDICTION TABLE FOR ARMY NON-OCCUPATIONAL
MODEL 1
(cutoff P = .883)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	13 9.3%	2 1.4%	15
	careerist	19 13.6%	106 75.7%	125
	total	32	108	140

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 30

PREDICTION TABLE FOR ALL MARINE CORPS
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	21 2.3%	115 12.4%	136
	careerist	6 0.6%	784 84.7%	790
	total	27	899	926

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 31

PREDICTION TABLE FOR ALL MARINE CORPS
MODEL 1
(cutoff P = .868)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	96 10.4%	40 4.3%	136
	careerist	210 22.7%	580 62.6%	790
	total	306	620	926

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 32

PREDICTION TABLE FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	11 3.3%	40 11.9%	51
	careerist	1 0.3%	283 84.5%	284
	total	12	323	335

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 33

PREDICTION TABLE FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 1
(cutoff P = .864)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	41 12.2%	10 3.0%	51
	careerist	63 18.8%	221 66.0%	284
	total	104	231	335

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 34

PREDICTION TABLE FOR MARINE CORPS ADMINISTRATIVE
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	4 3.4%	15 12.8%	19
	careerist	1 0.9%	97 82.9%	98
	total	5	112	117

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 35

PREDICTION TABLE FOR MARINE CORPS ADMINISTRATIVE
MODEL 1
(cutoff P = .821)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	14 12.0%	5 4.3%	19
	careerist	27 23.1%	71 60.7%	98
	total	41	76	117

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 36

PREDICTION TABLE FOR MARINE CORPS NON-OCCUPATIONAL
MODEL 1
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	7 4.3%	14 8.6%	21
	careerist	3 1.9%	138 85.2%	141
	total	10	152	162

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 37

PREDICTION TABLE FOR MARINE CORPS NON-OCCUPATIONAL
MODEL 1
(cutoff P = .864)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	16 9.9%	5 3.1%	21
	careerist	28 17.3%	113 69.8%	141
	total	44	118	162

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 38

PREDICTION TABLE FOR ALL ARMY
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	42 3.6%	87 7.5%	129
	careerist	23 2.0%	1009 86.9%	1032
	total	65	1096	1161

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 39

PREDICTION TABLE FOR ALL ARMY
MODEL 2
(cutoff P = .874)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	101 8.7%	28 2.4%	129
	careerist	243 20.9%	789 68.0%	1032
	total	344	817	1161

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 40

PREDICTION TABLE FOR ARMY TACTICAL OPERATIONS
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	8 2.7%	15 5.1%	23
	careerist	8 2.7%	261 89.4%	269
	total	16	276	292

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 41

PREDICTION TABLE FOR ARMY TACTICAL OPERATIONS
MODEL 2
(cutoff P = .874)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	18 6.2%	5 1.7%	23
	careerist	68 23.3%	201 68.8%	269
	total	86	206	292

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 42

PREDICTION TABLE FOR ARMY MEDICAL
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	26 13.6%	21 11.0%	47
	careerist	13 6.8%	131 68.6%	144
	total	39	152	191

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 43

PREDICTION TABLE FOR ARMY MEDICAL
MODEL 2
(cutoff P = .724)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	37 19.4%	10 5.2%	47
	careerist	36 18.8%	108 56.5%	144
	total	73	118	191

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 44

PREDICTION TABLE FOR ARMY ADMINISTRATIVE
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	3 1.9%	9 5.7%	12
	careerist	2 1.3%	144 91.1%	146
	total	5	153	158

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 45

PREDICTION TABLE FOR ARMY ADMINISTRATIVE
MODEL 2
(cutoff P = .947)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	10 6.3%	2 1.3%	12
	careerist	31 19.6%	115 72.8%	146
	total	41	117	158

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 46

PREDICTION TABLE FOR ARMY NON-OCCUPATIONAL
MODEL 2
(cutoff P = .5)

		predicted: non-careerist	predicted: careerist	total
actual	non-careerist	9 6.4%	6 4.3%	15
	careerist	5 3.6%	120 85.7%	125
	total	14	126	140

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 47

PREDICTION TABLE FOR ARMY NON-OCCUPATIONAL
MODEL 2
(cutoff P = .859)

		predicted: non-careerist	predicted: careerist	total
actual	non-careerist	13 9.3%	2 1.4%	15
	careerist	29 20.7%	96 68.6%	125
	total	42	98	140

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 48

PREDICTION TABLE FOR ALL MARINE CORPS
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	23 2.5%	113 12.2%	136
	careerist	7 0.8%	783 84.6%	790
	total	30	896	926

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 49

PREDICTION TABLE FOR ALL MARINE CORPS
MODEL 2
(cutoff P = .882)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	94 10.2%	42 4.5%	136
	careerist	207 22.4%	583 63.0%	790
	total	301	625	926

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 50

PREDICTION TABLE FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	10 3.0%	41 12.2%	51
	careerist	0 0.0%	284 84.8%	284
	total	10	325	335

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 51

PREDICTION TABLE FOR MARINE CORPS TACTICAL OPERATIONS
MODEL 2
(cutoff P = .901)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	39 11.6%	12 3.6%	51
	careerist	66 19.7%	218 65.1%	284
	total	105	230	335

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 52

PREDICTION TABLE FOR MARINE CORPS ADMINISTRATIVE MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	3 2.6%	16 13.7%	19
	careerist	3 2.6%	95 81.2%	98
	total	6	111	117

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 53

PREDICTION TABLE FOR MARINE CORPS ADMINISTRATIVE MODEL 2
(cutoff P = .858)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	15 12.8%	4 3.4%	19
	careerist	20 17.1%	78 66.7%	98
	total	35	82	117

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 54

PREDICTION TABLE FOR MARINE CORPS NON-OCCUPATIONAL MODEL 2
(cutoff P = .5)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	8 4.9%	13 8.0%	21
	careerist	3 1.9%	138 85.2%	141
	total	11	151	162

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 55

PREDICTION TABLE FOR MARINE CORPS NON-OCCUPATIONAL MODEL 2
(cutoff P = .879)

		predicted		
		non-careerist	careerist	total
actual	non-careerist	15 9.3%	6 3.7%	21
	careerist	30 18.5%	111 68.5%	141
	total	45	117	162

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 56

SUMMARY OF PREDICTION TABLES
MODEL 1
proportion of correct predictions
(cutoff P = .5)

group	overall	careerists	non-careerists
all Army	90.2%	97.5%	32.6%
Army tactical operations	90.7	94.8	43.5
Army medical	84.3	96.5	46.8
Army administrative	93.7	99.3	25.0
Army non-occupational	94.3	98.4	60.0
all Marine Corps	87.0	99.2	15.4
Marines tactical ops	87.8	99.6	21.6
Marines administrative	86.3	99.0	21.1
Marines non-occupational	89.5	97.9	33.3

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 57

SUMMARY OF PREDICTION TABLES
MODEL 1
proportion of correct predictions
(cutoff P = mean value)

group	overall	careerists	non-careerists
all Army	78.7%	79.1%	76.0%
Army tactical operations	76.4	75.8	82.6
Army medical	77.0	76.4	78.7
Army administrative	80.4	79.4	91.7
Army non-occupational	85.0	84.8	86.7
all Marine Corps	73.0	73.4	70.6
Marines tactical ops	78.2	77.8	80.4
Marines administrative	72.7	72.4	73.7
Marines non-occupational	79.7	80.1	76.2

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 58

SUMMARY OF PREDICTION TABLES
MODEL 2
proportion of correct predictions
(cutoff P = .5)

group	overall	careerists	non-careerists
all Army	90.5%	97.8%	32.6%
Army tactical operations	92.1	97.0	34.8
Army medical	82.2	91.0	55.3
Army administrative	93.0	98.6	25.0
Army non-occupational	92.1	96.0	60.0
all Marine Corps	87.1	99.1	16.9
Marines tactical ops	87.8	100.0	19.6
Marines administrative	83.8	96.9	15.8
Marines non-occupational	90.1	97.9	38.1

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 59

SUMMARY OF PREDICTION TABLES
MODEL 2
proportion of correct predictions
(cutoff P = mean value)

group	overall	careerists	non-careerists
all Army	76.7%	76.5%	78.3%
Army tactical operations	75.0	74.7	78.3
Army medical	75.9	75.0	78.7
Army administrative	79.1	78.8	83.3
Army non-occupational	77.9	76.8	86.7
all Marine Corps	73.2	73.8	69.1
Marines tactical ops	76.7	76.8	76.5
Marines administrative	79.5	79.6	78.9
Marines non-occupational	77.8	78.7	71.4

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

TABLE 60

RESULTS OF CHOW TEST

comparison groups	F value Model 1	Model 2
all Army with all Marine Corps	2.104**	2.104**
Army with Marine Corps tactical operations	1.916**	1.928**
Army with Marine Corps administrative	0.668	1.038
Army with Marine Corps non-occupational	0.666	0.603
Army: tactical operations with medical	2.003**	2.101**
Army: tactical operations with administrative	1.165	1.180
Army: tactical operations with non-occupational	0.799	0.734
Army: medical with administrative	1.594*	1.635*
Army: medical with non-occupational	0.938	0.868
Army: administrative with non-occupational	0.774	0.728
Marine Corps: tactical ops with administrative	0.554	0.855
Marine Corps: tactical ops with non-occupational	0.696	0.630
Marine Corps: administrative with non-occupational	0.487	0.693

* = significant at p = .05
** = significant at p = .01

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

IV. DISCUSSION OF RESULTS

By comparing Tables 2 through 10, the first conclusion that can be drawn from these results is that intrinsic factors appear to contribute more to career intentions than extrinsic factors. In every group except "Marine Corps administrative," there are more significant intrinsic than extrinsic variables, and the relative level of significance of intrinsic factors is higher. In the Marine Corps administrative group, neither intrinsic nor extrinsic variables show any significance. This may be due to the small sample size involved: this group had the smallest number of valid observations (N = 117) of any group included in the study.

Looking at specific variables, the only factors which are not significant for any group are HISP, OTHER, EDUC, DIRECT, and CIVJOB. This means that Hispanics and other races are neither more nor less likely than whites to be careerists. Education also does not significantly affect an individual's career intentions. Officers receiving a direct commission are just as likely to be careerists as academy graduates. At the same time, in a couple of instances, OCS commissioned officers are less likely to be careerists than academy graduates (all Marine Corps and Marine Corps tactical operations), but ROTC commissioned officers (Army tactical operations) seem to be more likely than academy

graduates to be careerists. It is suspected that, since most individuals in the study are past their initial obligations, the commissioning source will have less of an impact on career intentions than it would for individuals within the first four years of service.

Perhaps surprisingly, the probability of finding a good civilian job does not influence the career decision. This indicates that officers in the Army and Marine Corps, as a whole, do not seriously consider the possibility of changing to a civilian career. These individuals are either satisfied with a military career or choose to leave for reasons other than just to get a better job. While the benefits of leaving the service in order to make more money in the outside world is a common topic of discussion among military officers, apparently it is an option which, in fact, does not significantly influence the career decision, or, at least, not that of individuals who have already served a number of years.

On the other hand, two factors, LOS and PROM, are consistently significant. Clearly, the more senior an individual is in terms of length of service and the greater his probability of promotion, the more likely he is to make the service a career. DETAIL and SEX also show up more often than the other factors. This indicates that the more satisfied an individual is with his current job the more

likely he is to be career motivated. Women, however, appear, overall, to be less career motivated than men.

The remaining factors show up as being significant only once or twice. Most of the results are reasonable in light of the literature review. Older individuals tend to be more career motivated (in Army non-occupational and Marine Corps tactical operations); this would be expected as age is highly correlated with length of service (see Appendix C). Satisfaction with job- related factors (all Army and Marine Corps non-occupational), family-related factors (all Army and Army medical), and retirement benefits (all Marine Corps) all contribute to an increase in career intentions in their respective groups. Individuals who are commissioned through a medical program are less likely to be careerists than academy graduates (all Army); this implies that doctors are less likely to be careerists than other officers, and this appears to be the case (see Appendix D); however, this topic should be studied in greater detail before any specific conclusions are made. Finally, Marine Corps officers whose expectations of military life are met tend to be more career motivated, as would be expected.

There are a few variables which stand out and warrant a closer investigation. The most obvious is TOTPAY for all Army. According to these results, if total military pay is increased by ten percent then the probability of an individual being a careerist will decrease by 1.2 percent.

Even though this result is in keeping with Mullens' conclusion, it is not one that follows common sense. Although TOTPAY is highly correlated with LOS, multicollinearity is not suspected to be the problem since TOTPAY is negatively correlated with career intentions (see Appendix C). There is no apparent reason why this negative relationship exists, but if this is truly the case, then retention could be improved by decreasing pay, and that, obviously, should not work. (An interesting possible study could be one which investigates the reason for the negative correlation between military pay and career intentions.)

According to the results, individuals who are in Marine Corps tactical operations are more likely to be careerists if they are married but less likely if they have dependents. The most likely reason for this discrepancy is multicollinearity between DEPEND and MARRIED. These two factors are highly correlated (see Appendix C), and this may cause DEPEND to be unstable. This assumption is verified by running the regression without MARRIED. As expected, this causes DEPEND to become positive (see Appendix E).

Lastly, blacks in Army administrative occupations are less likely to be careerists than whites. Since this is the only group in the study in which race is significant, this may indicate possible discrimination problems within this one specialty in the Army. However, a more likely explanation is simply that most of the 25 blacks (see

Appendix D) who are included in the study have decided against a military career for reasons independent of their race (BLACK is just barely significant at p = .10).

Model 2 was estimated in an attempt to clear up these problems and develop a better model; however, the results of Model 2 are comparable to those of Model 1. The influence of intrinsic factors still dominate over that of extrinsic factors. Likewise, the specific factors that were found to be significant, and their corresponding elasticities, change very little between Models 1 and 2. Nonetheless, there are a couple of differences worth noting.

Although MARRIED and DEPEND are both significant for Marine Corps tactical operations, TOTDEP is not; nor is it significant to any other group in the study. In the literature review, it was noted that Stolzenberg and Winkler found single individuals without dependents to be more career oriented whereas Warner and Goldberg found the opposite to be the case. The situation may be that some individuals feel they should stay in the military for their family's sake (job security and the like), whereas others feel they should get out in order to improve their family life (avoid long separations and so forth). Based on this study, no determination can be made concerning the impact of dependents on the career decision. Apparently, overall, it has no (or, perhaps, unpredictable would be more accurate) influence on the career decision.

SUPPAY is found to be significant to only one group: Marine Corps administrative. This indicates that the individuals in this group who are receiving a relatively greater income from sources outside the military are less likely to stay in, which makes sense. Nevertheless, the lack of significance of SUPPAY to all other groups supports the conclusion that extrinsic factors are relatively unimportant to the career decision. As with the probability of finding a good civilian job, most officers are not highly influenced by outside income: they serve in the military because they like it (intrinsic factors).

Since the services can do little to change an individual's personal characteristics, any policy changes aimed at improving retention must concentrate on either intrinsic or extrinsic factors. A closer look at the elasticities in Tables 2 through 19 reveals that most of the elasticities of these factors are quite small. In some cases, PROM exceeds .6, but most of the statistically significant elasticities of the factor are around the .1 to .2 range. This means that a ten percent increase in that factor will result in only a one to two percent increase in retention. Therefore, any policy changes should include a combination of factors if it is to have a significant impact. In addition to the additive effect, this would allow the policymakers to take advantage of any interactions between factors or multiplicative effects of one factor's

elasticity on that of another (e.g., if two factors each improve retention by 2%, then the net improvement from incorporating both factors will be 2% + 2% + (2% x 2%)).

The results of the Chow test (Table 60) indicate that there are three general groups included in this study: all Marine Corps, all Army (excluding medical specialists), and Army medical specialists. The results show a statistically significant difference between all Army and all Marine Corps and between Army and Marine Corps tactical operations. While the difference between Army and Marine Corps administrative and Army and Marine Corps non-occupational is not significant, this suggests only that the null hypothesis (i.e., that the two groups are not significantly different) cannot be rejected. It is suspected that if larger sample sizes were available, then a difference would manifest itself. Likewise, Army medical is significantly different from Army tactical operations and from administrative but not from non-occupational. At the same time, Army non-occupational is the smallest Army group (N = 140), and it is suspected that a larger sample would show a difference between these groups.

V. SUMMARY AND CONCLUSIONS

This thesis attempts to locate and describe factors which are important contributors to the career decision of Army and Marine Corps officers. In addition, the thesis examines whether Army and Marine Corps officers, both as a whole and as members of specific specialties, would be similarly affected by certain policy changes. This was done in order to guide potential policymakers in determining what factors would have the greatest impact on officer retention.

In order to conduct this study, data were taken from the 1985 DoD Survey of Officer and Enlisted Personnel. Army and Marine Corps officers between their fourth-year and twelfth-year of service were looked at both as members of their specific DoD specialties and as members of their respective branch of service. Individuals were classified as either "careerists" or "non-careerists" based on their intended total length of service (persons with 20 or more years were considered careerists and those with 19 or less years were defined as non-careerists). A LOGIT regression was estimated for each group using career intentions as the dependent variable based on a collection of independent variables which previous studies have determined to influence the career decision. These variables were classified as one of three general types: personal, intrinsic, or extrinsic factors. The results of these

regressions were used to estimate the elasticities of significant factors. The predictive validity of these models was also estimated. Finally, the individual models were compared to determine whether the respective groups are significantly different or could be considered, functionally, as a single group.

In attempting to use these models to predict career intentions, which is incidental to the primary purpose of this study, it cannot be assumed that an individual will be a careerist if his predicted probability of being a careerist (P) is simply greater than .5. Although using .5 as the cutoff point gives a high overall proportion of correct predictions, potential non-careerists are more accurately identified by using the mean value of the predicted probabilities as the cutoff point. Otherwise, it would be easier to just assume that everyone is a potential careerist.

The basic conclusions of this study can be summarized as follows. For the groups examined, intrinsic factors apparently contributed more to the career decision than did extrinsic factors. It should follow, then, that increased retention may be achieved by improving intrinsic factors or rewards in the military, particularly the individual's promotion probability and placement in a satisfying job. Extrinsic factors still exercise a strong influence on the officer's career decision, but the available evidence

suggests that intrinsic elements of service are relatively more important. Personal factors also contribute to career intentions, specifically length of service and sex; however, the services, obviously, have little control over these factors other than to limit the number of billets available to specific groups (discriminate), such as women. Most factors alone do not contribute much to retention (average elasticity is around .2), so an effective retention program must include a combination of factors. Lastly, although similar factors motivate all officers to be careerists, the three groups studied here--Army as a whole, Marine Corps as a whole, and Army medical specialists--cannot be viewed as a single group. Each group has a certain unique character and must be considered separately when determining policy changes intended to increase retention.

APPENDIX A

DESCRIPTION OF THE VARIABLES

AGE: question ID O36E35

"How old were you on your last birthday?"

Variable used as given.

SEX: O35E34

"Are you male or female?"

Variable was recoded: male = 0, female = 1.

RACE: RACE4

A composite variable created by the surveyists based on two questions related to descent:

question one (O39E38)--"Are you:

American Indian/Alaskan Native
Black/Negro/Afro-American
Oriental/Asian/Chinese/Japanese/Korean/Filipino/
Pacific Islander
White/Caucasian
Other (specify)"

question two (O40E39)--"Are you of Spanish/Hispanic origin or descent?

No, not Spanish/Hispanic
Yes, Mexican/Mexican American/Chicano
Yes, Puerto Rican
Yes, Cuban
Yes, Central or South American
Yes, other Spanish/Hispanic"

black includes "black" on question one and "no" or blank on question two;

Hispanic includes any "yes" on question two;

other includes "American Indian," "Oriental," or

"other" on question one, or question one not answered and question two answered "no;"

white includes "white" on question one and "no" or blank on question two;

missing if neither question is answered.

Variable was recoded into three dummy variables:

white = 0, BLACK = 1;

white = 0, HISP = 1;

white = 0, OTHER = 1.

EDUC (education): O46

"As of today, what is the highest degree or diploma that you hold? Do not include degrees from technical, trade, or vocational schools. Mark one.

No Degree or Diploma
GED Certificate
Certificate of Completion/Attendance
Home Study Diploma
High School Diploma
Associate/Junior College Degree
Bachelor's Degree (BA/BS)
Master's Degree (MA/MS)
Doctoral Degree (PhD/MD/LLB)
Other Degree not listed above."

Variable was recoded: bachelor's degree = 0, master's or doctoral degree = 1, all others = missing.

MARRIED: O51E48

"Are you currently:

Married for the first time
Remarried
Widowed
Divorced
Separated
Single, never married"

Variable was recoded: single = 0 (includes single, widowed, and divorced), married = 1 (includes married for first time, remarried, and separated).

DEPEND (dependents): O67E64

"How many dependents do you have? Do not include yourself or your spouse."

Variable was recoded: none = 0, one dependant = 1, two = 2, etc.

TOTDEP (total number of dependents): O51E48 + O67E64

This variable was constructed by adding one to the number of dependents if the individual is married.

COMM (commissioning source): O10

"Through which of the following officer procurement programs did you obtain your commission/warrant?

Academy Graduate
Limited Duty Officer Program
Officer Candidate School or Officer Training School
ROTC (Regular)
ROTC (Scholarship)
Aviation Officer Candidate or Aviation Cadet
Warrant Officer Program
Direct Appointment from Civilian Status
Reserve Officer Candidate
Platoon Leaders Course/WOC
Health Professional Scholarship Program
Medical Specialist Program
Other"

Variable was recoded into four dummy variables:

academy = 0, OCS = 1 (includes OCS/OTS and AOCS),

academy = 0, ROTC = 1 (includes regular and scholarship ROTC),

academy = 0, DIRECT = 1 (includes direct appointment from civilian status),

academy = 0, MED = 1 (includes health professional scholarship program and medical specialist program).

LOS (length of service): O6E6

"To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tour(s), and count prior enlisted time."

Variable used as given (total months).

PROM (promotion probability): O32

"What do you think your chances are of being promoted to the next higher pay grade? Mark one.

Does not apply, I plan to retire
Does not apply, I plan to leave the Service
Does not apply, I do not expect any more promotion
(0 in 10) No Chance
(1 in 10) Very slight possibility
(2 in 10) Slight possibility
(3 in 10) Some possibility
(4 in 10) Fair possibility
(5 in 10) Fairly good possibility
(6 in 10) Good possibility
(7 in 10) Probable
(8 in 10) Very probable
(9 in 10) Almost sure
(10 in 10) Certain"

Variable was recoded: no chance or do not expect any more promotions = 0, very slight possibility = 1, etc, certain = 10, I plan to retire or I plan to leave the Service = missing.

EXPECT (military life as-expected): O108104A

"How much do you agree or disagree with each of the following statements about military life? Life in the military is about what I expected it to be."

Strongly Agree	= 1
Agree	= 2
Neither Agree Nor Disagree	= 3
Disagree	= 4
Strongly Disagree	= 5

Variable was recoded: question not answered = missing.

DETAIL (satisfaction with current job): O109105J

"Below is a list of issues particular to a military way of life. Considering current policies, please indicate your level of satisfaction/dissatisfaction with each issue: Satisfaction with current job."

Very satisfied	= 1
Satisfied	= 2
Neither satisfied nor dissatisfied	= 3
Dissatisfied	= 4
Very dissatisfied	= 5

Variable was recoded: question not answered = missing.

JOB/FAMILY

These two variables were constructed using factor analysis. The following variables and their corresponding weights are included in these factors:

O109105A: Satisfaction with personal freedom
O109105F: Satisfaction with environment for family
O109105G: Satisfaction with frequency of moves
O109105I: Satisfaction with opportunity to serve country
O109105M: Satisfaction with job security
O109105N: Satisfaction with working environment
O109105L: Satisfaction with job training/in service education

The question, possible responses, and recoding were the same as O109105J.

	JOB	FAMILY
O109105A:	.18059	.17300
O109105F:	-.10641	.52866
O109105G:	-.22024	.61477
O109105I:	.41619	-.21243
O109105M:	.38846	-.13446
O109105N:	.28574	.08529
O109105L:	.35009	-.04588

The two factors were constructed by adding the products of each variable with its corresponding weight.

TOTPAY (total military pay): WAGES + BAS + BAQ + VHA

This variable was computed from the values found by the surveyists in the 8503 JUMPS file and was computed as the sum of taxable military income, basic allowance for subsistence, basic allowance for quarters, and variable housing allowance.

Variables were used as given.

SUPPAY (supplemental pay): INCOME2 - (WAGES + BAS + BAQ + VHA)

This variable was constructed by subtracting total military pay from total family income.

CIVJOB (probability of finding a good civilian job): O96E92

"If you were to leave the Service now and tried to find a civilian job, how likely would you be to find a good civilian job? Mark one.

(0 in 10) No Chance
(1 in 10) Very slight possibility
(2 in 10) Slight possibility
(3 in 10) Some possibility
(4 in 10) Fair possibility

(5 in 10) Fairly good possibility
(6 in 10) Good possibility
(7 in 10) Probable
(8 in 10) Very probable
(9 in 10) Almost sure
(10 in 10) Certain"

Variable was recoded: no chance = 0, very slight possibility = 1, etc., certain = 10, don't know or question not answered = missing.

RETIRE (satisfaction with retirement benefits): O109105H

The question, possible responses, and recoding were the same as O109105J.

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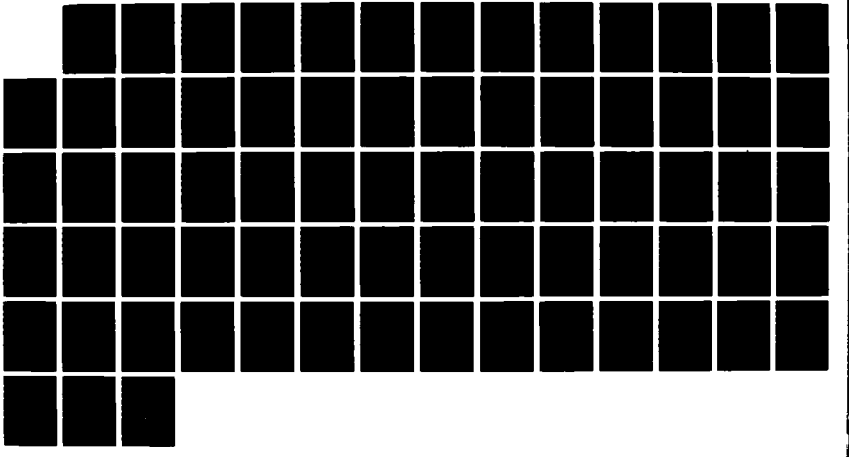

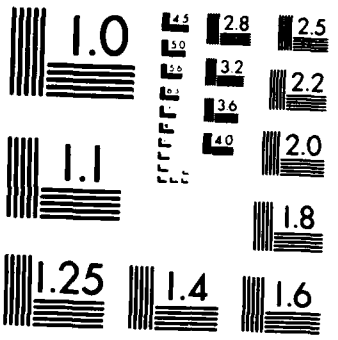

APPENDIX B

MEAN VALUES OF VARIABLES

ALL ARMY

	MEAN	STD DEV
CAREER	.889	.314
AGE	31.370	3.839
SEX	.286	.452
BLACK	.109	.312
HISP	.034	.182
OTHER	.035	.185
EDUC	.351	.478
MARRIED	.767	.423
DEPEND	1.146	1.256
TOTDEP	1.912	1.475
OCS	.068	.252
ROTC	.549	.498
DIRECT	.161	.368
MED	.056	.230
LOS	95.861	27.085
PROM	8.202	2.020
EXPECT	2.183	.862
DETAIL	2.228	1.106
JOB	2.654	.902
FAMILY	2.947	.949
TOTPAY	26972.225	5949.360
SUPPAY	11163.551	14955.120
CIVJOB	8.066	1.924
RETIRE	2.333	.900

ARMY TACTICAL OPERATIONS

	MEAN	STD DEV
CAREER	.921	.270
AGE	30.092	2.764
SEX	.062	.241
BLACK	.099	.300
HISP	.045	.207
OTHER	.031	.173
EDUC	.137	.344
MARRIED	.784	.412
DEPEND	1.223	1.236
TOTDEP	2.007	1.460
OCS	.072	.259
ROTC	.682	.467
DIRECT	.021	.142
MED	.000	.000
LOS	92.942	26.011
PROM	8.524	1.671
EXPECT	2.185	.862
DETAIL	2.182	1.121
JOB	2.533	.870
FAMILY	2.979	.988
TOTPAY	25581.932	2867.500
SUPPAY	7299.736	10367.856
CIVJOB	7.795	1.970
RETIRE	2.353	.924

ARMY MEDICAL

	MEAN	STD DEV
CAREER	.754	.432
AGE	33.817	5.250
SEX	.639	.482
BLACK	.105	.307
HISP	.021	.144
OTHER	.068	.253
EDUC	.649	.478
MARRIED	.733	.444
DEPEND	1.277	1.491
TOTDEP	2.010	1.701
OCS	.000	.000
ROTC	.079	.270
DIRECT	.513	.501
MED	.288	.454
LOS	90.351	28.367
PROM	7.524	2.519
EXPECT	2.230	.814
DETAIL	2.366	1.087
JOB	2.947	.881
FAMILY	2.828	.888
TOTPAY	32438.298	10793.570
SUPPAY	16341.984	15968.742
CIVJOB	8.796	1.687
RETIRE	2.377	.811

ARMY ADMINISTRATIVE

	MEAN	STD DEV
CAREER	.924	.266
AGE	31.430	2.989
SEX	.361	.482
BLACK	.158	.366
HISP	.032	.176
OTHER	.013	.112
EDUC	.373	.485
MARRIED	.741	.440
DEPEND	1.006	1.170
TOTDEP	1.747	1.427
OCS	.139	.347
ROTC	.614	.488
DIRECT	.133	.341
MED	.000	.000
LOS	101.139	26.328
PROM	8.323	1.936
EXPECT	2.139	.947
DETAIL	2.127	1.081
JOB	2.614	.907
FAMILY	2.756	.862
TOTPAY	25720.361	2246.359
SUPPAY	12912.810	16846.465
CIVJOB	7.741	2.004
RETIRE	2.367	.893

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

ARMY NON-OCCUPATIONAL

	MEAN	STD DEV
CAREER	.893	.310
AGE	30.357	2.854
SEX	.207	.407
BLACK	.071	.258
HISP	.043	.203
OTHER	.029	.167
EDUC	.336	.474
MARRIED	.821	.384
DEPEND	1.086	1.135
TOTDEP	1.907	1.335
OCS	.064	.246
ROTC	.557	.499
DIRECT	.093	.291
MED	.036	.186
LOS	94.450	26.720
PROM	8.471	1.769
EXPECT	2.129	.838
DETAIL	2.057	.935
JOB	2.404	.876
FAMILY	3.130	.890
TOTPAY	25953.914	4078.423
SUPPAY	10324.893	12543.465
CIVJOB	8.314	1.645
RETIRE	2.279	.930

ALL MARINE CORPS

	MEAN	STD DEV
CAREER	.853	.354
AGE	29.874	2.957
SEX	.173	.378
BLACK	.042	.201
HISP	.030	.171
OTHER	.015	.122
EDUC	.163	.370
MARRIED	.724	.447
DEPEND	.976	1.122
TOTDEP	1.700	1.394
OCS	.306	.461
ROTC	.171	.376
DIRECT	.005	.073
MED	.000	.000
LOS	93.100	26.288
PROM	8.054	2.061
EXPECT	2.092	.822
DETAIL	2.054	1.089
JOB	2.559	.894
FAMILY	2.909	.915
TOTPAY	26694.614	5683.675
SUPPAY	8355.661	12413.734
CIVJOB	8.325	1.740
RETIRE	2.364	.892

MARINE CORPS TACTICAL OPERATIONS

	MEAN	STD DEV
CAREER	.848	.360
AGE	29.731	2.728
SEX	.024	.153
BLACK	.006	.077
HISP	.039	.193
OTHER	.021	.143
EDUC	.093	.290
MARRIED	.764	.425
DEPEND	1.051	1.119
TOTDEP	1.815	1.380
OCS	.299	.458
ROTC	.191	.394
DIRECT	.000	.000
MED	.000	.000
LOS	91.639	26.261
PROM	8.006	2.111
EXPECT	2.134	.884
DETAIL	2.027	1.082
JOB	2.651	.910
FAMILY	2.971	.964
TOTPAY	28320.546	5945.999
SUPPAY	6101.788	10031.246
CIVJOB	8.322	1.826
RETIRE	2.436	.896

MARINE CORPS ADMINISTRATIVE

	MEAN	STD DEV
CAREER	.838	.370
AGE	30.504	2.690
SEX	.581	.495
BLACK	.103	.305
HISP	.017	.130
OTHER	.017	.130
EDUC	.274	.448
MARRIED	.641	.482
DEPEND	.821	1.201
TOTDEP	1.462	1.471
OCS	.436	.498
ROTC	.068	.253
DIRECT	.009	.092
MED	.000	.000
LOS	95.547	26.078
PROM	8.111	1.865
EXPECT	1.983	.629
DETAIL	2.103	1.020
JOB	2.519	.840
FAMILY	2.743	.875
TOTPAY	25510.496	3024.784
SUPPAY	15163.675	17726.558
CIVJOB	8.231	1.886
RETIRE	2.342	.892

MARINE CORPS NON-OCCUPATIONAL

	MEAN	STD DEV
CAREER	.870	.337
AGE	29.833	2.913
SEX	.130	.337
BLACK	.049	.217
HISP	.025	.156
OTHER	.000	.000
EDUC	.093	.291
MARRIED	.759	.429
DEPEND	1.068	1.132
TOTDEP	1.827	1.386
OCS	.259	.440
ROTC	.247	.433
DIRECT	.000	.000
MED	.000	.000
LOS	91.963	26.502
PROM	8.056	2.001
EXPECT	2.074	.800
DETAIL	2.123	1.225
JOB	2.656	.887
FAMILY	2.872	.923
TOTPAY	27391.056	4974.055
SUPPAY	9351.302	12298.838
CIVJOB	8.154	1.799
RETIRE	2.321	.896

APPENDIX C

CORRELATION MATRICES

ALL ARMY

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.0398	-.1523**	-.0078	-.0234
AGE	.0398	1.0000	.0250	-.0690*	-.0010
SEX	-.1523**	.0250	1.0000	.0591	-.0255
BLACK	-.0078	-.0690*	.0591	1.0000	-.0662
HISP	-.0234	-.0010	-.0255	-.0662	1.0000
OTHER	-.0511	.0485	.0235	-.0671	-.0361
EDUC	-.0440	.4331**	.0093	-.0614	-.0302
MARRIED	.0576	.0441	-.2546**	-.0154	.0038
DEPEND	.0519	.2919**	-.2328**	.0077	.0383
TOTDEP	.0607	.2612**	-.2713**	.0022	.0337
OCS	.0520	.0248	-.0045	.0368	.0240
ROTC	.1089**	-.2871**	-.2802**	.0572	.0290
DIRECT	-.0688*	.3737**	.4435**	.0116	-.0185
MED	-.2119**	.0888*	.0698*	-.0133	-.0255
LOS	.2344**	.5026**	-.1588**	-.0322	-.0470
PROM	.2526**	-.2009**	-.1210**	-.0365	.0395
EXPECT	-.1283**	-.0791*	.0887*	.0407	-.0019
DETAIL	-.1973**	-.0018	.1004**	.0749*	-.0305
JOB	-.2269**	-.0092	.1434**	.0966**	-.0081
FAMILY	-.1140**	-.0657	-.0790*	-.0679	-.0597
TOTPAY	-.0996**	.5570**	-.0514	-.0512	.0244
SUPPAY	-.0548	.0586	.3619**	-.0353	-.0113
CIVJOB	-.0576	.0095	.0030	-.0408	-.0360
RETIRE	-.1188**	-.0629	.0939**	.1033**	.0297

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.0511	-.0440	.0576	.0519	.0607	.0520
.0485	.4331**	.0441	.2919**	.2612**	.0248
.0235	.0093	-.2546**	-.2328**	-.2713**	-.0045
-.0671	-.0614	-.0154	.0077	.0022	.0368
-.0361	-.0302	.0038	.0383	.0337	.0240
1.0000	.0351	-.0158	.0336	.0241	-.0146
.0351	1.0000	.1076**	.1546**	.1626**	-.0914**
-.0158	.1076**	1.0000	.3932**	.6218**	.0278
.0336	.1546**	.3932**	1.0000	.9646**	.0150
.0241	.1626**	.6218**	.9646**	1.0000	.0207
-.0146	-.0914**	.0278	.0150	.0207	1.0000
-.0328	-.2388**	.0274	-.0093	.0000	-.2979**
.0304	.2173**	-.1127**	-.0153	-.0454	-.1184**
-.0060	.2210**	.0458	.0673	.0704*	-.0658
-.0030	.2225**	.1305**	.1889**	.1983**	.0326
-.0146	-.0130	.0422	.0217	.0306	.0474
.0080	-.0458	-.0527	-.0127	-.0260	-.0456
.0196	-.0084	-.0389	-.0481	-.0522	.0185
.0342	-.0192	-.0417	-.0713*	-.0727*	-.0056
.0134	.0060	.0013	.0352	.0304	.0326
.0483	.4254**	.0874*	.2501**	.2381**	-.0976**
-.0280	.0613	.2825**	-.1045**	-.0079	.0138
.0128	.1650**	.0031	.0445	.0388	-.0591
.0017	-.0421	-.0649	-.0300	-.0442	-.0165

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

ALL ARMY (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	.1089**	-.0688*	-.2119**	.2344**	.2526**
AGE	-.2871**	.3737**	.0888*	.5026**	-.2009**
SEX	-.2802**	.4435**	.0698*	-.1588**	-.1210**
BLACK	.0572	.0116	-.0133	-.0322	-.0365
HISP	.0290	-.0185	-.0255	-.0470	.0395
OTHER	-.0328	.0504	-.0060	-.0030	-.0146
EDUC	-.2388**	.2173**	.2210**	.2225**	-.0130
MARRIED	.0274	-.1127**	.0458	.1305**	.0422
DEPEND	-.0093	-.0153	.0673	.1889**	.0217
TOTDEP	.0000	-.0454	.0704*	.1983**	.0306
OCS	-.2979**	-.1184**	-.0658	.0326	.0474
ROTC	1.0000	-.4831**	-.2685**	-.0324	.0506
DIRECT	-.4831**	1.0000	-.1067**	-.0329	-.1727**
MED	-.2685**	-.1067**	1.0000	-.0158	-.0411
LOS	-.0324	-.0329	-.0158	1.0000	-.0869*
PROM	.0506	-.1727**	-.0411	-.0869*	1.0000
EXPECT	.0625	-.0172	.0351	-.0923**	-.1416**
DETAIL	.0041	.0409	.0650	-.0012	-.1380**
JOB	-.0364	.0977**	.1067**	-.0635	-.2831**
FAMILY	.0126	-.0977**	.0135	-.0153	-.0247
TOTPAY	-.2129**	.1577**	.3332**	.2546**	-.1523**
SUPPAY	-.1446**	.1773**	.0646	-.0183	-.0356
CIVJOB	-.1190**	.0239	.1416**	-.0617	.1941**
RETIRE	.0186	-.0113	.0180	-.0853*	-.0177

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.1283**	-.1973**	-.2269**	-.1140**	-.0996**	-.0548
-.0791*	-.0018	-.0092	-.0657	.5570**	.0586
.0887*	.1004**	.1434**	-.0790*	-.0514	.3619**
.0407	.0749*	.0966**	-.0679	-.0512	-.0353
-.0019	-.0305	-.0081	-.0597	.0244	-.0113
.0080	.0196	.0342	.0134	.0483	-.0280
-.0458	-.0084	-.0192	.0060	.4254**	.0613
-.0527	-.0389	-.0417	.0013	.0874*	.2825**
-.0127	-.0481	-.0713*	.0352	.2501**	-.1045**
-.0260	-.0522	-.0727*	.0304	.2381**	-.0079
-.0456	.0185	-.0056	.0326	-.0976**	.0138
.0625	.0041	-.0364	.0126	-.2129**	-.1446**
-.0172	.0409	.0977**	-.0977**	.1577**	.1773**
.0351	.0650	.1067**	.0135	.3332**	.0646
-.0923**	-.0012	-.0635	-.0153	.2546**	-.0183
-.1416**	-.1380**	-.2831**	-.0247	-.1523**	-.0356
1.0000	.2825**	.3655**	.2968**	-.0208	.0311
.2825**	1.0000	.4969**	.1575**	-.0271	.0309
.3655**	.4969**	1.0000	.0418	.0142	.0604
.2968**	.1575**	.0418	1.0000	.0147	-.0204
-.0208	-.0271	.0142	.0147	1.0000	.0108
.0311	.0309	.0604	-.0204	.0108	1.0000
-.0089	-.0602	-.0475	.0614	.1279**	.0270
.1678**	.1651**	.2549**	.2349**	.0150	.0093

ALL ARMY (CONT)

	CIVJOB	RETIRE
CAREER	-.0576	-.1188**
AGE	.0095	-.0629
SEX	.0030	.0939**
BLACK	-.0408	.1033**
HISP	-.0360	.0297
OTHER	.0128	.0017
EDUC	.1650**	-.0421
MARRIED	.0031	-.0649
DEPEND	.0445	-.0300
TOTDEP	.0388	-.0442
OCS	-.0591	-.0165
ROTC	-.1190**	.0186
DIRECT	.0239	-.0113
MED	.1416**	.0180
LOS	-.0617	-.0853*
PROM	.1941**	-.0177
EXPECT	-.0089	.1678**
DETAIL	-.0602	.1651**
JOB	-.0475	.2549**
FAMILY	.0614	.2349**
TOTPAY	.1279**	.0150
SUPPAY	.0270	.0093
CIVJOB	1.0000	.0649
RETIRE	.0649	1.0000

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ARMY TACTICAL OPERATIONS

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.0605	-.1894**	-.0304	.0015
AGE	.0605	1.0000	-.0241	-.0402	.0770
SEX	-.1894**	-.0241	1.0000	-.0375	.0137
BLACK	-.0304	-.0402	-.0375	1.0000	-.0717
HISP	.0015	.0770	.0137	-.0717	1.0000
OTHER	-.0214	.0156	.0367	-.0592	-.0385
EDUC	.0795	.3260**	-.0193	.0342	-.0377
MARRIED	.0939	.1292	-.1079	.0350	-.0482
DEPEND	.0837	.2757**	-.0578	-.0135	-.0120
TOTDEP	.0973	.2699**	-.0794	-.0016	-.0238
OCS	-.0170	-.0093	.0389	.0848	-.0601
ROTC	.1003	.0709	-.0693	.0304	.1119
DIRECT	-.1369*	.1526*	.4647**	.0326	.0858
MED	.	.	.	.	.
LOS	.0958	.7981**	-.1365*	-.0658	.0114
PROM	.2061**	-.1861**	-.0208	.0261	.1213
EXPECT	-.1736*	-.0390	.0111	-.0181	.0115
DETAIL	-.2821**	.0689	.0602	.0485	-.0350
JOB	-.2374**	-.0042	.0709	.0351	-.0288
FAMILY	-.0873	-.0380	.0346	.0019	-.1524*
TOTPAY	.1009	.6942**	-.0773	-.0782	-.0266
SUPPAY	-.0481	.0615	.2493**	.0249	-.0582
CIVJOB	.0147	-.0792	-.1180	-.0002	-.1378*
RETIRE	-.1638*	-.0774	.0718	.0964	-.0285

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.0214	.0795	.0939	.0837	.0973	-.0170
.0156	.3260**	.1292	.2757**	.2699**	-.0093
.0367	-.0193	-.1079	-.0578	-.0794	.0389
-.0592	.0342	.0350	-.0135	-.0016	.0848
-.0385	-.0377	-.0482	-.0120	-.0238	-.0601
1.0000	-.0710	-.0510	-.0161	-.0280	.1038
-.0710	1.0000	.0153	.0815	.0733	.0048
-.0510	.0153	1.0000	.4253**	.6424**	.0493
-.0161	.0815	.4253**	1.0000	.9668**	.0787
-.0280	.0733	.6424**	.9668**	1.0000	.0806
.1038	.0048	.0493	.0787	.0806	1.0000
-.0907	-.1125	-.0548	.0280	.0083	-.4072**
-.0258	.0827	-.0414	-.0261	-.0358	-.0403
.	.	.	.	.	.
.0057	.3361**	.1454*	.1891**	.2011**	-.0576
.0034	.1137	.0400	.0398	.0450	.0715
-.0844	-.1088	.0160	-.0162	-.0092	-.0290
.0419	-.0736	-.0712	-.0516	-.0638	.0496
-.0146	-.1270	-.0081	-.0747	-.0655	.0646
.0512	.0025	-.0171	-.0565	-.0527	.0244
-.0635	.2919**	.1271	.2071**	.2112**	-.1947**
-.0210	.0454	.2412**	-.1194	-.0330	.0864
-.0519	.0720	.0299	-.0418	-.0270	-.0383
.0392	-.0336	-.0251	-.0208	-.0247	.0372

ARMY TACTICAL OPERATIONS (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	.1003	-.1369*	.	.0958	.2061**
AGE	.0709	.1526*	.	.7981**	-.1861**
SEX	-.0693	.4647**	.	-.1365*	-.0208
BLACK	.0304	.0326	.	-.0658	.0261
HISP	.1119	.0858	.	.0114	.1213
OTHER	-.0907	-.0258	.	.0057	.0034
EDUC	-.1125	.0827	.	.3361**	.1137
MARRIED	-.0548	-.0414	.	.1454*	.0400
DEPEND	.0280	-.0261	.	.1891**	.0398
TOTDEP	.0083	-.0338	.	.2011**	.0450
OCS	-.4072**	-.0403	.	-.0576	.0715
ROTC	1.0000	-.2119**	.	.0412	-.1818**
DIRECT	-.2119**	1.0000	.	.0152	.0413
MED	.	.	1.0000	.	.
LOS	.0412	.0152	.	1.0000	-.1474*
PROM	-.1818**	.0413	.	-.1474*	1.0000
EXPECT	.0872	-.0592	.	-.0708	-.2322**
DETAIL	.0255	.1060	.	-.0002	-.1647*
JOB	.0677	-.0196	.	-.0664	-.2879**
FAMILY	-.0507	-.0035	.	-.0690	-.0320
TOTPAY	.1550*	-.0049	.	.6584**	-.2194**
SUPPAY	-.0640	.0960	.	.0452	-.0573
CIVJOB	-.0864	-.0462	.	.0254	.2801**
RETIRE	-.0573	.0493	.	-.1059	-.0244

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.1736*	-.2821**	-.2374**	-.0873	.1009	-.0481
-.0390	.0689	-.0042	-.0380	.6942**	.0615
.0111	.0602	.0709	.0346	-.0773	.2493**
-.0181	.0485	.0351	.0019	-.0782	.0249
.0115	-.0350	-.0288	-.1524*	-.0266	-.0582
-.0844	.0419	-.0146	.0512	-.0635	-.0210
-.1088	-.0736	-.1270	.0025	.2919**	.0454
.0160	-.0712	-.0081	-.0171	.1271	.2412**
-.0162	-.0516	-.0747	-.0565	.2071**	-.1194
-.0092	-.0638	-.0655	-.0527	.2112**	-.0330
-.0290	.0496	.0646	.0244	-.1947**	.0864
.0872	.0255	.0677	-.0507	.1550*	-.0640
-.0592	.1060	-.0196	-.0035	-.0049	.0960
.	.	.	.	.	.
-.0708	-.0002	-.0664	-.0690	.6584**	.0452
-.2322**	-.1647*	-.2879**	-.0320	-.2194**	-.0573
1.0000	.3246**	.4018**	.3621**	.0473	.0115
.3246**	1.0000	.4880**	.1778*	-.0306	-.0219
.4018**	.4880**	1.0000	.1124	-.0602	.0920
.3621**	.1778*	.1124	1.0000	-.0209	.0490
.0473	-.0306	-.0602	-.0209	1.0000	.0987
.0115	-.0219	.0920	.0490	.0987	1.0000
.0063	-.0188	-.0383	.1243	-.0420	.0119
.1983**	.1304	.2750**	.2887**	-.0494	-.0761

ARMY TACTICAL OPERATIONS (CONT)

	CIVJOB	RETIRE
CAREER	.0147	-.1638*
AGE	-.0792	-.0774
SEX	-.1180	.0718
BLACK	-.0002	.0964
HISP	-.1378*	-.0285
OTHER	-.0519	.0392
EDUC	.0720	-.0336
MARRIED	.0299	-.0251
DEPEND	-.0418	-.0208
TOTDEP	-.0270	-.0247
OCS	-.0383	.0372
ROTC	-.0864	-.0573
DIRECT	-.0462	.0493
MED	.	.
LOS	.0254	-.1059
PROM	.2801**	-.0244
EXPECT	.0063	.1983**
DETAIL	-.0188	.1304
JOB	-.0383	.2750**
FAMILY	.1243	.2887**
TOTPAY	-.0420	-.0494
SUPPAY	.0119	-.0761
CIVJOB	1.0000	.0928
RETIRE	.0928	1.0000

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ARMY MEDICAL

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.0450	.1017	.0366	-.1711*
AGE	.0450	1.0000	-.1616	.0120	.0400
SEX	.1017	-.1616	1.0000	.0792	.0339
BLACK	.0366	.0120	.0792	1.0000	-.0500
HISP	-.1711*	.0400	.0339	-.0500	1.0000
OTHER	-.0869	.0650	.0734	-.0924	-.0395
EDUC	-.1398	.3137**	-.3929**	-.1069	.1075
MARRIED	-.0426	-.0686	-.2814**	.0132	.0883
DEPEND	-.0078	.4046**	-.2775**	.0397	.2432**
TOTDEP	-.0180	.3367**	-.3165**	.0382	.2361**
OCS	.	.	.	.	.
ROTC	.0312	-.1793*	-.1856*	-.0363	-.0427
DIRECT	.1001	.2520**	.2487**	.1279	-.0038
MED	-.2004*	-.1058	-.2679**	-.0287	-.0123
LOS	.3813**	.3376**	.0201	-.0048	-.0160
PROM	.1287	-.2040*	-.1253	-.1257	-.0596
EXPECT	-.0924	-.1391	.0120	.1347	.0035
DETAIL	-.1769*	-.1616	.1135	.0421	.0130
JOB	-.1715*	-.2342**	.1155	.1089	.0588
FAMILY	-.1940*	-.1020	-.1421	-.1464	.0444
TOTPAY	-.1231	.5506**	-.4819**	-.0900	.1968*
SUPPAY	-.0385	-.0748	.3185**	-.0026	.1404
CIVJOB	-.1126	.0611	-.0912	.1025	-.0257
RETIRE	-.0945	-.1680	.0406	-.0326	.0675

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.0869	-.1398	-.0426	-.0078	-.0180	.
.0650	.3137**	-.0686	.4046**	.3367**	.
.0734	-.3929**	-.2814**	-.2775**	-.3165**	.
-.0924	-.1069	.0132	.0397	.0382	.
-.0395	.1075	.0883	.2432**	.2361**	.
1.0000	.0680	-.0248	.1034	.0841	.
.0680	1.0000	.2507**	.1814*	.2244**	.
-.0248	.2507**	1.0000	.3594**	.5756**	.
.1034	.1814*	.3594**	1.0000	.9700**	.
.0841	.2244**	.5756**	.9700**	1.0000	.
.	.	.	.	.	1.0000
-.0016	-.0709	.0002	-.0807	-.0706	.
.0553	-.1234	-.1618	-.0014	-.0434	.
-.0800	.2252**	.1747*	.0679	.1051	.
-.0724	-.0320	-.0699	.1383	.1030	.
.0430	.1095	.1493	-.0193	.0220	.
.0001	.0194	-.1203	-.0616	-.0854	.
.0812	.0056	-.0907	-.1118	-.1217	.
-.0004	-.0874	-.0581	-.1512	-.1476	.
-.0918	.0524	-.0528	.0126	-.0027	.
.0488	.5242**	.1595	.4240**	.4131**	.
-.1250	-.0222	.3553**	.0121	.1032	.
.0575	.0738	-.1224	.1021	.0576	.
.0026	.0578	-.0406	-.0260	-.0334	.

ARMY MEDICAL (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	.0312	.1001	-.2004*	.3813**	.1287
AGE	-.1793*	.2520**	-.1058	.3376**	-.2040*
SEX	-.1856*	.2487**	-.2679**	.0201	-.1253
BLACK	-.0363	.1279	-.0287	-.0048	-.1257
HISP	-.0427	-.0038	-.0123	-.0160	-.0596
OTHER	-.0016	.0553	-.0800	-.0724	.0430
EDUC	-.0709	-.1234	.2252**	-.0320	.1095
MARRIED	.0002	-.1618	.1747*	-.0699	.1493
DEPEND	-.0807	-.0014	.0679	.1383	-.0193
TOTDEP	-.0706	-.0434	.1051	.1030	.0220
OCS	.	.	.	.	.
ROTC	1.0000	-.2997**	-.1857*	-.1013	.1561
DIRECT	-.2997**	1.0000	-.6528**	-.1208	-.1847*
MED	-.1857*	-.6528**	1.0000	.0714	.0470
LOS	-.1013	-.1208	.0714	1.0000	-.1405
PROM	.1561	-.1847*	.0470	-.1405	1.0000
EXPECT	-.0109	.0055	.0759	-.1346	-.0412
DETAIL	-.0628	.0298	.0730	-.0342	-.0647
JOB	-.0266	.0242	.0638	-.1253	-.2475**
FAMILY	.0303	-.1148	.1552	-.0662	.0910
TOTPAY	-.0908	-.0912	.1816*	.1395	-.0761
SUPPAY	-.0550	-.0353	.0077	.0121	.0476
CIVJOB	.0585	-.0684	.1115	-.0959	.1900*
RETIRE	-.0398	-.0122	.0181	-.1855*	.1013

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.0924	-.1769*	-.1715*	-.1940*	-.1231	-.0385
-.1391	-.1616	-.2342**	-.1020	.5506**	-.0748
.0120	.1135	.1155	-.1421	-.4819**	.3185**
.1347	.0421	.1089	-.1464	-.0900	-.0026
.0035	.0180	.0588	.0444	.1968*	.1404
.0001	.0812	-.0004	-.0918	.0488	-.1250
.0194	.0056	-.0874	.0524	.5242**	-.0222
-.1203	-.0907	-.0581	-.0528	.1595	.3553**
-.0616	-.1118	-.1512	.0126	.4240**	.0121
-.0854	-.1217	-.1476	-.0027	.4131**	.1032
.	.	.	.	.	.
-.0109	-.0628	-.0266	.0303	-.0908	-.0550
.0055	.0298	.0242	-.1148	-.0912	-.0353
.0759	.0730	.0638	.1552	.1816*	.0077
-.1346	-.0342	-.1253	-.0662	.1395	.0121
-.0412	-.0647	-.2475**	.0910	-.0761	.0476
1.0000	.2075*	.2761**	.2441**	-.0959	-.0054
.2075*	1.0000	.5669**	.1741*	-.1728*	.0570
.2761**	.5669**	1.0000	-.0304	-.1219	.0402
.2441**	.1741*	-.0304	1.0000	.0675	-.1316
-.0959	-.1728*	-.1219	.0675	1.0000	-.1697*
-.0054	.0570	.0402	-.1316	-.1697*	1.0000
.0459	-.0078	-.0435	.0222	.1958*	-.0868
.2027*	.3980**	.3240**	.2652**	-.0628	.0076

ARMY MEDICAL (CONT)

	CIVJOB	RETIRE
CAREER	-.1126	-.0945
AGE	.0611	-.1680
SEX	-.0912	.0406
BLACK	.1025	-.0326
HISP	-.0257	.0675
OTHER	.0575	.0026
EDUC	.0738	.0578
MARRIED	-.1224	-.0406
DEPEND	.1021	-.0260
TOTDEP	.0576	-.0334
OCS	.	.
ROTC	.0585	-.0398
DIRECT	-.0684	-.0122
MED	.1115	.0181
LOS	-.0959	-.1855*
PROM	.1900*	.1013
EXPECT	.0459	.2027*
DETAIL	-.0078	.3980**
JOB	-.0435	.3240**
FAMILY	.0222	.2652**
TOTPAY	.1958*	-.0628
SUPPAY	-.0868	.0076
CIVJOB	1.0000	.0373
RETIRE	.0373	1.0000

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ARMY ADMINISTRATIVE

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.1456	-.1329	-.1376	.0518
AGE	.1456	1.0000	-.0289	-.2372*	.0224
SEX	-.1329	-.0289	1.0000	.1077	-.0605
BLACK	-.1376	-.2372*	.1077	1.0000	-.0784
HISP	.0518	.0224	-.0605	-.0784	1.0000
OTHER	-.1812	.0216	.0328	-.0491	-.0205
EDUC	.0731	.4198**	-.1167	-.0837	.0099
MARRIED	-.0062	.0128	-.3370**	-.0203	.0245
DEPEND	.0630	.1868*	-.3317**	.0422	.0300
TOTDEP	.0497	.1571	-.3758**	.0284	.0322
OCS	.1153	.1996*	.0405	-.0241	.1362
ROTC	-.0311	-.4352**	-.2705**	.1301	-.0052
DIRECT	-.0989	.3064**	.5212**	-.0165	-.0708
MED	.	.	.	.	.
LOS	.0762	.6202**	-.2440*	-.1199	.0748
PROM	.3203**	-.0594	.0382	-.1354	.0822
EXPECT	-.0842	-.0708	.0009	.0279	-.0267
DETAIL	-.0107	.0579	.1074	.1422	-.0883
JOB	-.0846	-.0937	.0629	.1248	-.0397
FAMILY	-.0035	-.0240	-.1253	-.0312	-.0192
TOTPAY	-.0127	.5480**	-.1005	-.1154	-.0132
SUPPAY	-.0177	-.0529	.3746**	-.0904	-.0686
CIVJOB	.0465	-.1610	-.0212	-.1781	.0416
RETIRE	-.0426	-.0972	.1483	.1902*	.1278

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.1812	.0731	-.0062	.0630	.0497	.1153
.0216	.4198**	.0128	.1868*	.1571	.1996*
.0328	-.1167	-.3370**	-.3317**	-.3758**	.0405
-.0491	-.0837	-.0203	.0422	.0284	-.0241
-.0205	.0099	.0245	.0300	.0322	.1362
1.0000	-.0874	.0670	-.0977	-.0594	-.0455
-.0874	1.0000	.0988	.2426*	.2293*	-.0837
.0670	.0988	1.0000	.4612**	.6862**	-.0121
-.0977	.2426*	.4612**	1.0000	.9619**	-.0179
-.0594	.2293*	.6862**	.9619**	1.0000	-.0184
-.0455	-.0837	-.0121	-.0179	-.0184	1.0000
-.1428	-.1135	.1830	.1046	.1421	-.5072**
.1224	.1988*	-.2361*	-.1619	-.2055*	-.1575
.	.	.	.	.	.
.0469	.4222**	.1693	.2055*	.2206*	-.0683
-.0776	.0743	.0018	-.0206	-.0163	.0843
-.0167	-.0723	.0108	-.0295	-.0209	-.0787
-.0133	-.0421	-.0644	-.0762	-.0823	.0206
.0762	-.1088	.0826	.0086	.0325	-.0099
.0579	-.0212	-.0150	.0716	.0541	-.0660
.0547	.3564**	.0323	.0799	.0755	-.2446**
.1004	-.1068	.2955**	-.1110	.0000	-.0549
-.0420	.1396	.1110	.0360	.0637	.0156
-.0464	-.0535	-.0314	-.0628	-.0612	-.0220

ARMY ADMINISTRATIVE (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	-.0311	-.0989	.	.0762	.3203**
AGE	-.4352**	.3064**	.	.6202**	-.0594
SEX	-.2705**	.5212**	.	-.2440*	.0382
BLACK	.1301	-.0165	.	-.1199	-.1354
HISP	-.0052	-.0708	.	.0748	.0822
OTHER	-.1428	.1224	.	.0469	-.0776
EDUC	-.1135	.1988*	.	.4222**	.0743
MARRIED	.1830	-.2361*	.	.1693	.0018
DEPEND	.1046	-.1619	.	.2055*	-.0206
TOTDEP	.1421	-.2055*	.	.2206*	-.0163
OCS	-.5072**	-.1575	.	-.0683	.0843
ROTC	1.0000	-.4937**	.	-.2043*	.0114
DIRECT	-.4937**	1.0000	.	.1947*	-.0655
MED	.	.	1.0000	.	.
LOS	-.2043*	.1947*	.	1.0000	-.1205
PROM	.0114	-.0655	.	-.1205	1.0000
EXPECT	.0894	-.0972	.	-.0534	-.2330*
DETAIL	-.0637	.0924	.	-.0214	-.2053*
JOB	.0254	-.0090	.	-.0061	-.3579**
FAMILY	-.0518	-.0470	.	.0177	-.1450
TOTPAY	-.0820	.1751	.	.7042**	-.2210*
SUPPAY	-.0939	.2417*	.	-.0819	.0192
CIVJOB	.0792	-.0891	.	-.0884	.2499**
RETIRE	.0638	-.0356	.	-.0251	-.1931*

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.0842	-.0107	-.0846	-.0035	-.0127	-.0177
-.0708	.0579	-.0937	-.0240	.5480**	-.0529
.0009	.1074	.0629	-.1253	-.1005	.3746**
.0279	.1422	.1248	-.0312	-.1154	-.0904
-.0267	-.0883	-.0397	-.0192	-.0132	-.0686
-.0167	-.0133	.0762	.0579	.0547	.1004
-.0723	-.0421	-.1088	-.0212	.3564**	-.1068
.0108	-.0644	.0826	-.0150	.0323	.2955**
-.0295	-.0762	.0086	.0716	.0799	-.1110
-.0209	-.0823	.0325	.0541	.0755	.0000
-.0787	.0206	-.0099	-.0660	-.2446**	-.0549
.0894	-.0637	.0254	-.0518	-.0820	-.0939
-.0972	.0924	-.0090	-.0470	.1751	.2417*
.	.	.	.	.	.
-.0534	-.0214	-.0061	.0177	.7042**	-.0819
-.2330*	-.2053*	-.3579**	-.1450	-.2210*	.0192
1.0000	.3682**	.4715**	.3525**	.0222	.1239
.3682**	1.0000	.4293**	.2067*	-.0266	.0684
.4715**	.4293**	1.0000	.2171*	-.0104	.1160
.3525**	.2067*	.2171*	1.0000	-.0419	-.0235
.0222	-.0266	-.0104	-.0419	1.0000	-.0707
.1239	.0684	.1160	-.0235	-.0707	1.0000
.0292	-.0935	-.0210	.0541	-.1259	.1408
.1940*	.0174	.3113**	.2574**	.0440	.1573

ARMY ADMINISTRATIVE (CONT)

	CIVJOB	RETIRE
CAREER	.0465	-.0426
AGE	-.1610	-.0972
SEX	-.0212	.1483
BLACK	-.1781	.1902*
HISP	.0416	.1278
OTHER	-.0420	-.0464
EDUC	.1396	-.0535
MARRIED	.1110	-.0314
DEPEND	.0360	-.0628
TOTDEP	.0637	-.0612
OCS	.0156	-.0220
ROTC	.0792	.0638
DIRECT	-.0891	-.0356
MED	.	.
LOS	-.0884	-.0251
PROM	.2499**	-.1931*
EXPECT	.0292	.1940*
DETAIL	-.0935	.0174
JOB	-.0210	.3113**
FAMILY	.0541	.2574**
TOTPAY	-.1259	.0440
SUPPAY	.1408	.1573
CIVJOB	1.0000	.0674
RETIRE	.0674	1.0000

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ARMY NON-OCCUPATIONAL

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.2384*	-.1079	.0961	.0733
AGE	.2384*	1.0000	-.1262	-.0056	-.0266
SEX	-.1079	-.1262	1.0000	.2004*	-.1082
BLACK	.0961	-.0056	.2004*	1.0000	-.0587
HISP	.0733	-.0266	-.1082	-.0587	1.0000
OTHER	-.0792	.0237	.0181	-.0476	-.0363
EDUC	.0506	.3735**	-.1021	-.0210	-.0757
MARRIED	.0797	.2291*	-.1759	-.0155	.0066
DEPEND	.0467	.3237**	-.2414*	.0526	-.0784
TOTDEP	.0626	.3411**	-.2558*	.0402	-.0648
OCS	.0908	.2129*	.0098	.1535	-.0555
ROTC	.1096	-.1105	-.0411	.0239	-.0243
DIRECT	-.0483	.1935	.2616**	.0068	.0538
MED	-.1822	.0164	.0916	-.0534	-.0407
LOS	.2999**	.6399**	-.0656	.0703	-.0884
PROM	.3678**	.0419	-.2267*	.0360	.1235
EXPECT	-.0296	-.1396	.0479	.0237	.0097
DETAIL	-.2018*	-.0077	.1578	.1616	-.0130
JOB	-.3047**	.0331	.0850	.0709	.0742
FAMILY	-.0626	-.0745	-.0320	-.0477	-.0650
TOTPAY	.0970	.5308**	-.0794	-.0569	.0917
SUPPAY	.0142	.0105	.3817**	-.0450	-.0087
CIVJOB	-.0745	-.0823	-.1303	-.1378	-.1266
RETIRE	-.0953	-.0107	.1888	.0663	.0887

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.0792	.0506	.0797	.0467	.0626	.0908
.0237	.3735**	.2291*	.3237**	.3411**	.2129*
.0181	-.1021	-.1759	-.2414*	-.2558*	.0098
-.0476	-.0210	-.0155	.0526	.0402	.1535
-.0363	-.0757	.0066	-.0784	-.0648	-.0555
1.0000	.2412*	.0800	.1766	.1731	-.0450
.2412*	1.0000	.2130*	.2939**	.3111**	-.0013
.0800	.2130*	1.0000	.3982**	.6263**	.0462
.1766	.2939**	.3982**	1.0000	.9645**	.1089
.1731	.3111**	.6263**	.9645**	1.0000	.1059
-.0450	-.0013	.0462	.1089	.1059	1.0000
.0666	-.0361	-.0402	-.0342	-.0406	-.2940**
-.0549	.0331	.1492	-.0460	.0038	-.0839
-.0330	.1077	-.0108	.1556	.1292	-.0504
.0277	.2334*	.1305	.2132*	.2188*	.2581*
-.0945	.0501	.0189	.1123	.1009	.1117
.1276	-.0189	-.1069	.0110	-.0214	-.0055
.0815	-.0274	.0886	-.0386	-.0072	.0464
.0882	.0040	.0166	-.0871	-.0692	-.0433
.1244	.0412	-.1136	-.0301	-.0583	.1283
-.0043	.3648**	.1182	.2020*	.2057*	.0508
.0030	-.0053	.2969**	-.3369**	-.2008*	.0012
.0717	.1313	.0780	.1820	.1772	-.1036
-.0516	-.0505	-.0410	-.0228	-.0312	-.0788

ARMY NON-OCCUPATIONAL (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	.1096	-.0483	-.1822	.2999**	.3678**
AGE	-.1105	.1935	.0164	.6399**	.0419
SEX	-.0411	.2616**	.0916	-.0656	-.2267*
BLACK	.0239	.0068	-.0534	.0703	.0360
HISP	-.0243	.0538	-.0407	-.0884	.1235
OTHER	.0666	-.0549	-.0330	.0277	-.0945
EDUC	-.0361	.0331	.1077	.2334*	.0501
MARRIED	-.0402	.1492	-.0108	.1305	.0189
DEPEND	-.0342	-.0460	.1556	.2132*	.1123
TOTDEP	-.0406	-.0038	.1292	.2188*	.1009
OCS	-.2940**	-.0839	-.0504	.2581*	.1117
ROTC	1.0000	-.3589**	-.2159*	-.0622	-.1205
DIRECT	-.3589**	1.0000	-.0616	-.0914	-.0995
MED	-.2159*	-.0616	1.0000	-.0452	.0577
LOS	-.0622	-.0914	-.0452	1.0000	.1074
PROM	-.1205	-.0995	.0577	.1074	1.0000
EXPECT	.0856	-.0198	-.0296	-.1198	-.0945
DETAIL	-.0071	.0860	.0708	-.0540	-.2078*
JOB	.0076	.1582	.0375	-.1981*	-.3367**
FAMILY	.0091	-.1019	-.1220	-.0149	-.1068
TOTPAY	-.1728	.1174	.1878	.4007**	.0487
SUPPAY	-.0387	.2311*	-.0961	-.0363	-.0722
CIVJOB	-.1186	-.0764	.1510	-.1055	.0896
RETIRE	-.0268	.0898	-.0579	-.1354	-.0498

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.0296	-.2018*	-.3047**	-.0626	.0970	.0142
-.1396	-.0077	.0331	-.0745	.5308**	.0105
.0479	.1578	.0850	-.0320	-.0794	.3817**
.0237	.1616	.0709	-.0477	-.0569	-.0450
.0097	-.0130	.0742	-.0650	.0917	-.0087
.1276	.0815	.0882	.1244	-.0043	.0030
-.0189	-.0274	.0040	.0412	.3648**	-.0053
-.1069	.0886	.0166	-.1136	.1182	.2969**
.0110	-.0386	-.0871	-.0301	.2020*	-.3369**
-.0214	-.0072	-.0692	-.0583	.2057*	-.2008*
-.0055	.0464	-.0433	.1283	.0508	.0012
.0856	-.0071	.0076	.0091	-.1728	-.0387
-.0198	.0860	.1582	-.1019	.1174	.2311*
-.0296	.0708	.0375	-.1220	.1878	-.0961
-.1198	-.0540	-.1981*	-.0149	.4007**	-.0363
-.0945	-.2078*	-.3367**	-.1068	.0487	-.0722
1.0000	.1833	.2084*	.2249*	-.0644	-.0199
.1833	1.0000	.5574**	-.0226	-.0523	-.0304
.2084*	.5574**	1.0000	-.0583	-.0262	.0490
.2249*	-.0226	-.0583	1.0000	-.0881	-.0423
-.0644	-.0523	-.0262	-.0881	1.0000	-.0030
-.0199	-.0304	.0490	-.0423	-.0030	1.0000
-.0765	-.1754	-.1191	.1132	.0524	-.0682
.0368	.1388	.2682**	.1324	.0219	-.0383

ARMY NON-OCCUPATIONAL (CONT)

	CIVJOB	RETIRE
CAREER	-.0745	-.0953
AGE	-.0823	-.0107
SEX	-.1303	.1888
BLACK	-.1378	.0663
HISP	-.1266	.0887
OTHER	.0717	-.0516
EDUC	.1313	-.0505
MARRIED	.0780	-.0410
DEPEND	.1820	-.0228
TOTDEP	.1772	-.0312
OCS	-.1036	-.0788
ROTC	-.1186	-.0268
DIRECT	-.0764	.0898
MED	.1510	-.0579
LOS	-.1055	-.1354
PROM	.0896	-.0498
EXPECT	-.0765	.0368
DETAIL	-.1754	.1388
JOB	-.1191	.2682**
FAMILY	.1132	.1324
TOTPAY	.0524	.0219
SUPPAY	-.0682	-.0383
CIVJOB	1.0000	.0505
RETIRE	.0505	1.0000

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ALL MARINE CORPS

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.1774**	-.1170**	.0262	.0020
AGE	.1774**	1.0000	.1326**	.0090	-.0266
SEX	-.1170**	.1326**	1.0000	.0464	-.0473
BLACK	.0262	.0090	.0464	1.0000	-.0370
HISP	.0020	-.0266	-.0473	-.0370	1.0000
OTHER	-.0736	-.0007	.0136	-.0260	-.0219
EDUC	.0428	.2889**	.1153**	.0384	-.0267
MARRIED	.0914*	.1558**	-.2220**	-.0507	-.0178
DEPEND	.0592	.3078**	-.1432**	.0140	-.0244
TOTDEP	.0770*	.2976**	-.1864**	-.0050	-.0253
OCS	-.0492	.3853**	.2549**	.0126	-.0761
ROTC	-.0227	-.1895**	-.1086**	.0192	-.0130
DIRECT	.0306	.1428**	.1222**	-.0154	.0730
MED	.	.	.	.	.
LOS	.2346**	.7447**	.0048	-.0026	.0209
PROM	.1131**	-.2592**	.0130	.0180	-.0016
EXPECT	-.1950**	.0101	-.0093	.0224	-.0428
DETAIL	-.1980**	-.0069	.0902*	.0587	-.0146
JOB	-.1828**	.0747	.0645	.0277	.0030
FAMILY	-.1461**	-.0855*	-.0594	-.0428	-.0303
TOTPAY	.1482**	.5908**	-.1697**	-.1144**	-.0734
SUPPAY	-.0293	.1310**	.3841**	.0215	-.0300
CIVJOB	.0056	-.0889*	-.1232**	.0103	-.0620
RETIRE	-.1386**	-.0047	.0633	.0471	.0057

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.0736	.0428	.0914*	.0592	.0770*	-.0492
-.0007	.2889**	.1558**	.3078**	.2976**	.3853**
.0136	.1153**	-.2220**	-.1432**	-.1864**	.2549**
-.0260	.0384	-.0507	.0140	-.0050	.0126
-.0219	-.0267	-.0178	-.0244	-.0253	-.0761
1.0000	.0411	.0370	-.0211	-.0051	.0139
.0411	1.0000	.0572	.0693	.0741	.0625
.0370	.0572	1.0000	.4845**	.7106**	-.0354
-.0211	.0693	.4845**	1.0000	.9598**	.0663
-.0051	.0741	.7106**	.9598**	1.0000	.0420
.0139	.0625	-.0354	.0663	.0420	1.0000
.0144	-.0526	.0365	-.0826*	-.0547	-.3009**
-.0091	.1270**	-.0204	-.0116	-.0158	-.0489
.	.	.	.	.	.
-.0281	.2359**	.1952**	.3016**	.3052**	.1301**
-.0462	-.0967*	-.0670	-.1061**	-.1069**	-.0527
.0400	.0076	-.0044	.0727	.0571	.0257
.0670	-.0192	-.0226	.0117	.0021	.0231
.0343	-.0140	-.0173	.0636	.0456	.0973*
.0578	-.0152	.0021	.0133	.0114	.0389
-.0288	.1062**	.2284**	.2607**	.2830**	.0863*
.0158	.0761	.2857**	-.0594	.0439	.0899*
.0379	.0318	-.0289	-.0442	-.0448	-.0472
-.0009	-.0359	.0059	.0378	.0323	.0526

ALL MARINE CORPS (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	-.0227	.0306	.	.2346**	.1131**
AGE	-.1895**	.1428**	.	.7447**	-.2592**
SEX	-.1086**	.1222**	.	.0048	.0130
BLACK	.0192	-.0154	.	-.0026	.0180
HISP	-.0130	.0730	.	.0209	-.0016
OTHER	.0144	-.0091	.	-.0281	-.0462
EDUC	-.0526	.1270**	.	.2359**	-.0967*
MARRIED	.0365	-.0204	.	.1952**	-.0670
DEPEND	-.0826*	-.0116	.	.3016**	-.1061**
TOTDEP	-.0547	-.0158	.	.3052**	-.1069**
OCS	-.3009**	-.0489	.	.1301**	-.0527
ROTC	1.0000	-.0334	.	-.1540**	.0536
DIRECT	-.0334	1.0000	.	.0805*	-.0806*
MED	.	.	1.0000	.	.
LOS	-.1540**	.0805*	.	1.0000	-.2124**
PROM	.0536	-.0806*	.	-.2124**	1.0000
EXPECT	-.0437	.0276	.	-.0021	-.1497**
DETAIL	-.0304	-.0172	.	.0270	-.1246**
JOB	-.0626	-.0081	.	.0028	-.2566**
FAMILY	.0302	-.0482	.	-.0530	.0012
TOTPAY	-.0889*	.0143	.	.5536**	-.2777**
SUPPAY	.0405	.0772*	.	.0829*	-.0377
CIVJOB	.0407	-.0138	.	-.0431	.1920**
RETIRE	-.0274	-.0135	.	-.0035	-.0654

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.1950**	-.1980**	-.1828**	-.1461**	.1482**	-.0293
.0101	-.0069	.0747	-.0855*	.5908**	.1310**
-.0093	.0902*	.0645	-.0594	-.1697**	.3841**
.0224	.0587	.0277	-.0428	-.1144**	.0215
-.0428	-.0146	.0030	-.0303	-.0734	-.0300
.0400	.0670	.0343	.0578	-.0288	.0158
.0076	-.0192	-.0140	-.0152	.1062**	.0761
-.0044	-.0226	-.0173	.0021	.2284**	.2857**
.0727	.0117	.0636	.0133	.2607**	-.0594
.0571	.0021	.0456	.0114	.2830**	.0439
.0257	.0231	.0973*	.0389	.0863*	.0899*
-.0437	-.0304	-.0626	-.0302	-.0889*	.0405
.0276	-.0172	-.0081	-.0482	.0143	.0772*
.	.	.	.	.	.
-.0021	.0270	.0028	-.0530	.5536**	.0829*
-.1497**	-.1246**	-.2566**	.0012	-.2777**	-.0377
1.0000	.2142**	.3749**	.2952**	.0825*	-.0303
.2142**	1.0000	.4142**	.1955**	-.0385	.0147
.3749**	.4142**	1.0000	.0456	.0849*	-.0036
.2952**	.1955**	.0456	1.0000	-.0278	.0087
.0825*	-.0385	.0849*	-.0278	1.0000	.0316
-.0303	.0147	-.0036	.0087	.0316	1.0000
-.0640	-.0498	-.1135**	.0283	-.0428	-.0837*
.2389**	.1344**	.2720**	.2683**	.0365	.0079

ALL MARINE CORPS (CONT)

	CIVJOB	RETIRE
CAREER	.0056	-.1386**
AGE	-.0889*	-.0047
SEX	-.1232**	.0633
BLACK	.0103	.0471
HISP	-.0620	.0057
OTHER	.0379	-.0009
EDUC	.0318	-.0359
MARRIED	-.0289	.0059
DEPEND	-.0442	.0378
TOTDEP	-.0448	.0323
OCS	-.0472	.0526
ROTC	.0407	-.0274
DIRECT	-.0138	-.0135
MED	.	.
LOS	-.0431	-.0035
PROM	.1920**	-.0654
EXPECT	-.0640	.2389**
DETAIL	-.0498	.1344**
JOB	-.1135**	.2720**
FAMILY	.0283	.2683**
TOTPAY	-.0428	.0365
SUPPAY	-.0837*	.0079
CIVJOB	1.0000	.0149
RETIRE	.0149	1.0000

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MARINE CORPS TACTICAL OPERATIONS

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.2724**	-.1514*	.0328	-.0009
AGE	.2724**	1.0000	-.0276	-.0635	-.0596
SEX	-.1514*	-.0276	1.0000	-.0121	-.0314
BLACK	.0328	-.0635	-.0121	1.0000	-.0156
HISP	-.0009	-.0596	-.0314	-.0156	1.0000
OTHER	-.1124	-.0009	.1138	-.0113	-.0294
EDUC	.0493	.2244**	.0175	-.0247	-.0642
MARRIED	.1952**	.2240**	-.1434*	.0431	.0024
DEPEND	.0862	.3674**	-.1471*	.0658	.0047
TOTDEP	.1300*	.3668**	-.1634*	.0666	.0046
OCS	-.0686	.3948**	.1116	.0341	-.0973
ROTC	-.0477	-.2002**	-.0760	.0609	.0203
DIRECT	.	.	.	.	.
MED	.	.	.	.	.
LOS	.3491**	.7866**	-.1060	-.0979	.0205
PROM	.0761	-.2285**	.0181	.0733	-.0299
EXPECT	-.2274**	.0001	.1091	-.0118	-.0656
DETAIL	-.2126**	-.0138	-.0039	-.0019	.0236
JOB	-.2018**	.0436	.0838	-.0160	.0103
FAMILY	-.1513*	-.1450*	-.0102	.0726	-.0309
TOTPAY	.2148**	.6420**	-.1642*	-.0723	-.0895
SUPPAY	.1104	.0843	.0922	-.0074	-.0410
CIVJOB	-.0481	-.1960**	-.1993**	.0501	-.0525
RETIRE	-.1000	-.0132	.0986	.0056	.0403

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.1124	.0493	.1952**	.0862	.1300*	-.0686
-.0009	.2244**	.2240**	.3674**	.3668**	.3948**
.1138	.0175	-.1434*	-.1471*	-.1634*	.1116
-.0113	-.0247	.0431	.0658	.0666	.0341
-.0294	-.0642	.0024	.0047	.0046	-.0973
1.0000	.0974	-.0172	-.0814	-.0712	-.0041
.0974	1.0000	.0803	.1607*	.1550*	.0393
-.0172	.0803	1.0000	.4973**	.7110**	.0089
-.0814	.1607*	.4973**	1.0000	.9636**	.1455*
-.0712	.1550*	.7110**	.9636**	1.0000	.1207
-.0041	.0393	.0089	.1455*	.1207	1.0000
.0352	.0544	.0017	-.1376*	-.1110	-.3170**
.	.	.	.	.	.
.	.	.	.	.	.
-.0808	.2381**	.2688**	.3420**	.3600**	.1744**
-.0400	-.1524*	-.0485	-.1028	-.0983	-.0823
.0014	-.0369	-.1306*	.0143	-.0286	.0633
.1316*	-.0366	.0073	.0459	.0394	.0683
.0401	.0043	-.0407	.0767	.0497	.1085
.0755	-.0773	-.0743	-.0428	-.0576	.0756
-.0771	.1651*	.2043**	.2352**	.2535**	.1259
.0290	-.0442	.2355**	-.1361*	-.0377	.0610
.0200	-.0904	-.1062	-.1209	-.1307*	-.0366
-.0012	-.0519	.0034	.0615	.0509	.0905

MARINE CORPS TACTICAL OPERATIONS(CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	-.0477	.	.	.3491**	.0761
AGE	-.2002**	.	.	.7866**	-.2285**
SEX	-.0760	.	.	-.1060	.0181
BLACK	.0609	.	.	-.0979	.0733
HISP	.0203	.	.	.0205	-.0299
OTHER	.0352	.	.	-.0808	-.0400
EDUC	.0544	.	.	.2381**	-.1524*
MARRIED	.0017	.	.	.2688**	-.0485
DEPEND	-.1376*	.	.	.3420**	-.1028
TOTDEP	-.1110	.	.	.3600**	-.0983
OCS	-.3170**	.	.	.1744**	-.0823
ROTC	1.0000	.	.	-.1387*	.0959
DIRECT	.	1.0000	.	.	.
MED	.	.	1.0000	.	.
LOS	-.1387*	.	.	1.0000	-.2018**
PROM	.0959	.	.	-.2018**	1.0000
EXPECT	-.0654	.	.	-.0459	-.1930**
DETAIL	-.0683	.	.	-.0032	-.1719**
JOB	-.1133	.	.	-.0217	-.2711**
FAMILY	-.0472	.	.	-.1237	.0305
TOTPAY	-.1386*	.	.	.6232**	-.2927**
SUPPAY	.0925	.	.	.0745	.0174
CIVJOB	.0390	.	.	-.1629*	.1922**
RETIRE	-.0670	.	.	-.0440	-.0314

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.2274**	-.2126**	-.2018**	-.1513*	.2148**	.1104
.0001	-.0138	.0436	-.1450*	.6420**	.0843
.1091	-.0039	.0838	-.0102	-.1642*	.0922
-.0118	-.0019	-.0160	.0726	-.0723	-.0074
-.0656	.0236	.0103	-.0309	-.0895	-.0410
.0014	.1316*	.0401	.0755	-.0771	.0290
-.0369	-.0366	.0043	-.0773	.1651*	-.0442
-.1306*	.0073	-.0407	-.0743	.2043**	.2355**
.0143	.0459	.0767	-.0428	.2352**	-.1361*
-.0286	.0394	.0497	-.0576	.2535**	-.0377
.0633	.0683	.1085	.0756	.1259	.0610
-.0654	-.0683	-.1133	-.0472	-.1386*	.0925
.	.	.	.	.	.
.	.	.	.	.	.
-.0459	-.0032	-.0217	-.1237	.6232**	.0745
-.1930**	-.1719**	-.2711**	.0305	-.2927**	.0174
1.0000	.3282**	.4857**	.3054**	.0375	-.0250
.3282**	1.0000	.4388**	.2205**	-.0342	-.0712
.4857**	.4388**	1.0000	.0952	.0424	-.0580
.3054**	.2205**	.0952	1.0000	-.1042	-.0070
.0375	-.0342	.0424	-.1042	1.0000	.1044
-.0250	-.0712	-.0580	-.0070	.1044	1.0000
-.0380	-.0059	-.0499	.0214	-.0887	-.1491*
.2924**	.1423*	.2698**	.2791**	-.0025	-.0392

MARINE CORPS TACTICAL OPERATIONS (CONT)

	CIVJOB	RETIRE
CAREER	-.0481	-.1000
AGE	-.1960**	-.0132
SEX	-.1993**	.0986
BLACK	.0501	.0056
HISP	-.0525	.0403
OTHER	.0200	-.0012
EDUC	-.0904	-.0519
MARRIED	-.1062	.0034
DEPEND	-.1209	.0615
TOTDEP	-.1307*	.0509
OCS	-.0366	.0905
ROTC	.0390	-.0670
DIRECT	.	.
MED	.	.
LOS	-.1629*	-.0440
PROM	.1922**	-.0314
EXPECT	-.0380	.2924**
DETAIL	-.0059	.1423*
JOB	-.0499	.2698**
FAMILY	.0214	.2791**
TOTPAY	-.0887	-.0025
SUPPAY	-.1491*	-.0392
CIVJOB	1.0000	.0346
RETIRE	.0346	1.0000

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MARINE CORPS ADMINISTRATIVE

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.0829	-.1389	.0725	.0581
AGE	.0829	1.0000	.0887	-.1583	.1475
SEX	-.1389	.0887	1.0000	-.1127	.1119
BLACK	.0725	-.1583	-.1127	1.0000	-.0446
HISP	.0581	.1475	.1119	-.0446	1.0000
OTHER	-.1207	-.0248	-.1554	-.0446	-.0174
EDUC	.1142	.2210*	-.1010	.0454	.0670
MARRIED	-.0396	.0877	-.3463**	-.0407	-.0388
DEPEND	-.0467	.2205*	-.1274	.0743	.0198
TOTDEP	-.0511	.2086	-.2174*	.0473	.0035
OCS	-.0803	.3622**	.2920**	-.0131	-.1159
ROTC	-.0644	-.2027	.0927	.0200	-.0357
DIRECT	.0409	.1905	.0788	-.0314	.7041**
MED	.	.	.	.	.
LOS	.2538*	.6611**	-.1022	-.0993	.1724
PROM	.1761	-.2243*	.0228	.0101	.0276
EXPECT	-.1229	-.0356	-.0232	.0991	.0036
DETAIL	-.0696	-.0064	.1539	-.1173	-.0133
JOB	-.0968	.0746	.2475*	.0514	-.0089
FAMILY	-.0547	-.0504	-.0018	-.1873	.0620
TOTPAY	.0779	.7385**	-.1468	-.1663	.0925
SUPPAY	-.2476*	.1784	.3646**	-.0927	.0385
CIVJOB	.1651	-.0231	-.1632	.0785	-.1566
RETIRE	-.0914	-.1551	.1902	.1236	.0977

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
-.1207	.1142	-.0396	-.0467	-.0511	-.0803
-.0248	.2210*	.0877	.2205*	.2086	.3622**
-.1554	-.1010	-.3463**	-.1274	-.2174*	.2920**
-.0446	.0454	-.0407	.0743	.0473	-.0131
-.0174	.0670	-.0388	.0198	.0035	-.1159
1.0000	-.0809	.0987	-.0354	.0035	.0170
-.0809	1.0000	.1794	-.0522	.0161	.0020
.0987	.1794	1.0000	.4242**	.6736**	-.1686
-.0354	-.0522	.4242**	1.0000	.9550**	.0455
.0035	.0161	.6736**	.9550**	1.0000	-.0181
.0170	.0020	-.1686	.0455	-.0181	1.0000
-.0357	.0617	.1321	-.0726	-.0160	-.2381*
-.0122	.1513	.0695	.0139	.0341	-.0816
.	.	.	.	.	.
-.0104	.1754	.1304	.2375*	.2365*	.0472
-.3274**	.0149	-.1471	-.0757	-.1100	-.1083
.0036	-.0139	.0649	.0986	.1017	-.1410
-.1431	-.0242	-.0648	-.0693	-.0777	.0131
.0349	-.0407	-.1209	-.0302	-.0643	.1786
.0145	-.0867	.0531	.0319	.0435	-.0034
.0996	.1327	.1711	.2044	.2228*	.1463
-.0474	.2215*	.4370**	.0949	.2206*	.0714
.0189	.1696	-.0314	-.0577	-.0573	-.1539
-.0508	-.1066	-.1934	-.1193	-.1607	.0303

MARINE CORPS ADMINISTRATIVE (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	-.0644	.0409	.	.2538*	.1761
AGE	-.2027	.1905	.	.6611**	-.2243*
SEX	.0927	.0788	.	-.1022	.0228
BLACK	.0200	-.0314	.	-.0993	.0101
HISP	-.0357	.7041**	.	.1724	.0276
OTHER	-.0357	-.0122	.	-.0104	-.3274**
EDUC	.0617	.1513	.	.1754	.0149
MARRIED	.1321	.0695	.	.1304	-.1471
DEPEND	-.0726	.0139	.	.2375*	-.0757
TOTDEP	-.0160	-.0341	.	.2365*	-.1100
OCS	-.2381*	-.0816	.	.0472	-.1083
ROTC	1.0000	-.0252	.	-.1648	-.0344
DIRECT	-.0252	1.0000	.	.1268	.0444
MED	.	.	1.0000	.	.
LOS	-.1648	.1268	.	1.0000	-.1939
PROM	-.0344	.0444	.	-.1939	1.0000
EXPECT	.0614	.0025	.	.0095	-.2040
DETAIL	.0726	-.0094	.	.0082	-.0377
JOB	.0583	.0077	.	-.0128	-.1833
FAMILY	.1697	-.0773	.	.0102	.0212
TOTPAY	-.0738	.0677	.	.6999**	-.3923**
SUPPAY	.3212**	.1277	.	.0927	-.1974
CIVJOB	.0569	.0380	.	.0219	.2009
RETIRE	.0863	-.0357	.	-.1345	-.0334

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.1229	-.0696	-.0968	-.0547	.0779	-.2476*
-.0356	-.0064	.0746	-.0504	.7385**	.1784
-.0232	.1539	.2475*	-.0018	-.1468	.3646**
.0991	-.1173	.0514	-.1873	-.1663	-.0927
.0036	-.0133	-.0089	.0620	.0925	.0385
.0036	-.1431	.0349	.0145	.0996	-.0474
-.0139	-.0242	-.0407	-.0867	.1327	.2215*
.0649	-.0648	-.1209	.0531	.1711	.4370**
.0986	-.0693	-.0302	.0319	.2044	.0949
.1017	-.0777	-.0643	.0435	.2228*	.2206*
-.1410	.0131	.1786	-.0034	.1463	.0714
.0614	.0726	.0583	.1697	-.0738	.3212**
.0025	-.0094	.0077	-.0773	.0677	.1277
.	.	.	.	.	.
.0095	.0082	-.0128	.0102	.6999**	.0927
-.2040	-.0377	-.1833	.0212	-.3923**	-.1974
1.0000	.2175*	.2475*	.1907	-.0320	.0307
.2175*	1.0000	.4625**	.2600*	.0028	.1084
.2475*	.4625**	1.0000	.0447	.0006	.1294
.1907	.2600*	.0447	1.0000	.0116	.1266
-.0320	.0028	.0006	.0116	1.0000	.1749
.0307	.1084	.1294	.1266	.1749	1.0000
-.1999	-.2095	-.1475	-.0930	-.0793	-.0800
.0412	.2263*	.2401*	.2523*	-.1455	.0827

MARINE CORPS ADMINISTRATIVE (CONT)

	CIVJOB	RETIRE
CAREER	.1651	-.0914
AGE	-.0231	-.1551
SEX	-.1632	.1902
BLACK	.0785	.1236
HISP	-.1566	.0977
OTHER	.0189	-.0508
EDUC	.1696	-.1066
MARRIED	-.0314	-.1934
DEPEND	-.0577	-.1193
TOTDEP	-.0573	-.1607
OCS	-.1539	.0303
ROTC	.0569	.0863
DIRECT	.0380	-.0357
MED	.	.
LOS	.0219	-.1345
PROM	.2009	-.0334
EXPECT	-.1999	.0412
DETAIL	-.2095	.2263*
JOB	-.1475	.2401*
FAMILY	-.0930	.2523*
TOTPAY	-.0793	-.1455
SUPPAY	-.0800	.0827
CIVJOB	1.0000	-.1446
RETIRE	-.1446	1.0000

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MARINE CORPS NON-OCCUPATIONAL

	CAREER	AGE	SEX	BLACK	HISP
CAREER	1.0000	.1424	-.0152	.0880	-.0570
AGE	.1424	1.0000	.1867*	.0916	.0365
SEX	-.0152	.1867*	1.0000	-.0031	-.0614
BLACK	.0880	.0916	-.0031	1.0000	-.0363
HISP	-.0570	.0365	-.0614	-.0363	1.0000
OTHER	.	.	.	.	.
EDUC	-.0035	.2823**	.0035	.1238	-.0508
MARRIED	.0836	.1218	-.0406	-.0716	-.0965
DEPEND	.1372	.3783**	-.0721	-.0390	-.0448
TOTDEP	.1380	.3467**	-.0714	-.0540	-.0665
OCS	.0606	.4025**	.3168**	-.0698	-.0941
ROTC	-.0773	-.2629**	-.0931	.0677	.0011
DIRECT	.	.	.	.	.
MED	.	.	.	.	.
LOS	.2040*	.7411**	.0882	.0165	.0439
PROM	.1582	-.2136*	.0353	-.0349	-.0443
EXPECT	-.2176*	-.0133	-.0128	.0503	.1348
DETAIL	-.2469**	-.0377	.0964	-.0230	.0165
JOB	-.2952**	.0793	.1245	.0157	.0435
FAMILY	-.2164*	-.0948	-.0872	-.1147	.0141
TOTPAY	.0858	.5877**	-.0923	-.0721	.0035
SUPPAY	.0286	.1432	.4543**	.0217	-.0560
CIVJOB	.0025	.0203	-.0742	.0122	-.1246
RETIRE	-.1493	.0920	.0053	.0457	.0319

OTHER	EDUC	MARRIED	DEPEND	TOTDEP	OCS
.	-.0035	.0836	.1372	.1380	.0606
.	.2823**	.1218	.3783**	.3467**	.4025**
.	.0035	-.0406	-.0721	-.0714	.3168**
.	.1238	-.0716	-.0390	-.0540	-.0698
.	-.0508	-.0965	-.0448	-.0665	-.0941
1.0000	.	.	.	.	.
.	1.0000	.0304	-.0192	-.0063	.0054
.	.0304	1.0000	.4689**	.6925**	.0366
.	-.0192	.4689**	1.0000	.9619**	.0518
.	-.0063	.6925**	.9619**	1.0000	.0536
.	.0054	.0366	.0518	.0536	1.0000
.	-.1829*	-.0124	-.1233	-.1045	-.3388**
.	.	.	.	.	.
.	.	.	.	.	.
.	.2745**	.1353	.3525**	.3298**	.0680
.	-.0836	.1315	-.0867	-.0301	.0471
.	.0237	.0885	.0218	.0452	-.0373
.	-.0149	-.0613	-.0464	-.0569	-.0137
.	.0501	.0201	.0116	.0157	.0448
.	-.0186	.0415	-.0296	-.0114	-.0353
.	.1785	.1225	.3399**	.3155**	-.0267
.	-.0437	.2963**	-.0852	.0221	.1967*
.	.1931*	-.0240	-.0753	-.0690	-.0588
.	-.0194	.0407	.0274	.0349	-.0864

MARINE CORPS NON-OCCUPATIONAL (CONT)

	ROTC	DIRECT	MED	LOS	PROM
CAREER	-.0773	.	.	.2040*	.1582
AGE	-.2629**	.	.	.7411**	-.2136*
SEX	-.0931	.	.	.0882	.0353
BLACK	.0677	.	.	.0165	-.0349
HISP	.0011	.	.	.0439	-.0443
OTHER	.	.	.	.	.
EDUC	-.1829*	.	.	.2745**	-.0836
MARRIED	-.0124	.	.	.1353	.1315
DEPEND	-.1233	.	.	.3525**	-.0867
TOTDEP	-.1045	.	.	.3298**	-.0301
OCS	-.3388**	.	.	.0680	.0471
ROTC	1.0000	.	.	-.1926*	.1563
DIRECT	.	1.0000	.	.	.
MED	.	.	1.0000	.	.
LOS	-.1926*	.	.	1.0000	-.2205*
PROM	.1563	.	.	-.2205*	1.0000
EXPECT	-.0711	.	.	-.0526	-.0297
DETAIL	.0242	.	.	.0269	-.1219
JOB	-.1267	.	.	-.0203	-.2332*
FAMILY	-.0943	.	.	-.0175	-.0855
TOTPAY	-.3076**	.	.	.6242**	-.3238**
SUPPAY	.0629	.	.	.0402	.1444
CIVJOB	.0066	.	.	.0241	.1201
RETIRE	-.0135	.	.	.0986	-.1035

EXPECT	DETAIL	JOB	FAMILY	TOTPAY	SUPPAY
-.2176*	-.2469**	-.2952**	-.2164*	.0858	.0286
-.0133	-.0377	.0793	-.0948	.5877**	.1432
-.0128	.0964	.1245	-.0872	-.0923	.4543**
.0503	-.0230	.0157	-.1147	-.0721	.0217
.1348	.0165	.0435	.0141	.0035	-.0560
.	.	.	.	.	.
.0237	-.0149	.0501	-.0186	.1785	-.0437
.0885	-.0613	.0201	.0415	.1225	.2963**
.0218	-.0464	.0116	-.0296	.3399**	-.0852
.0452	-.0569	.0157	-.0114	.3155**	.0221
-.0373	-.0137	.0448	-.0353	-.0267	.1967*
-.0711	.0242	-.1267	-.0943	-.3076**	.0629
.	.	.	.	.	.
.	.	.	.	.	.
-.0526	.0269	-.0203	-.0175	.6242**	.0402
-.0297	-.1219	-.2332*	-.0855	-.3238**	.1444
1.0000	.1554	.3604**	.2970**	-.0226	-.0464
.1554	1.0000	.3625**	.3390**	-.0906	.0519
.3604**	.3625**	1.0000	.0587	.0871	-.0670
.2970**	.3390**	.0587	1.0000	-.0938	-.0003
-.0226	-.0906	.0871	-.0938	1.0000	-.0418
-.0464	.0519	-.0670	-.0003	-.0418	1.0000
-.0943	.0618	-.0729	-.0724	.0728	.0185
.1658	.0712	.3333**	.1473	.1361	-.0084

MARINE CORPS NON-OCCUPATIONAL (CONT)

	CIVJOB	RETIRE
CAREER	.0025	-.1493
AGE	.0203	.0920
SEX	-.0742	.0053
BLACK	.0122	.0457
HISP	-.1246	.0319
OTHER	.	.
EDUC	.1981*	-.0194
MARRIED	-.0240	.0407
DEPEND	-.0753	.0274
TOTDEP	-.0690	.0349
OCS	-.0588	-.0864
ROTC	.0066	-.0135
DIRECT	.	.
MED	.	.
LOS	.0241	.0986
PROM	.1201	-.1035
EXPECT	-.0943	.1658
DETAIL	.0618	.0712
JOB	-.0729	.3333**
FAMILY	-.0724	.1473
TOTPAY	.0728	.1361
SUPPAY	.0185	-.0084
CIVJOB	1.0000	.0885
RETIRE	.0885	1.0000

* - SIGNIF. LE .01 ** - SIGNIF. LE .001

(1-TAILED, " . " PRINTED IF A COEFFICIENT CANNOT BE COMPUTED)

APPENDIX D

FREQUENCIES OF SUBJECT'S RESPONSES TO VARIABLES BY CAREER DECISION AND SPECIALTY

1. ARMY

AGE	CAREER 0	CAREER 1	ROW TOTAL
23	0	1	1 .1%
24	1	0	1 .1%
25	0	9	9 .8%
26	7	37	44 3.8%
27	21	85	106 9.1%
28	11	99	110 9.5%
29	14	108	122 10.5%
30	16	105	121 10.4%
31	17	136	153 13.2%
32	8	108	116 10.0%
33	7	115	122 10.5%
34	9	70	79 6.8%
35	4	37	41 3.5%
36	5	37	42 3.6%

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

AGE (CONT)	37	1	20	21
				1.8%
	38	2	20	22
				1.9%
	39	0	12	12
				1.0%
	40	2	8	10
				.9%
	41	1	7	8
				.7%
	42	1	3	4
				.3%
	43	0	1	1
				.1%
	44	0	5	5
				.4%
	45	0	1	1
				.1%
	46	0	1	1
				.1%
	47	0	3	3
				.3%
	48	0	2	2
				.2%
	49	0	0	0
				0%
	50	0	1	1
				.1%
	54	2	1	3
				.3%
COLUMN TOTAL		129	1032	1161
		11.1%	88.9%	100.0%

SEX	CAREER 0	CAREER 1	ROW TOTAL
MALE	67	762	829
			71.4%
FEMALE	62	270	332
			28.6%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

RACE	CAREER 0	CAREER 1	ROW TOTAL
BLACK	15	112	127
			10.9%
HISP	6	34	40
			3.4%
OTHER	8	33	41
			3.5%
WHITE	100	853	953
			82.1%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

EDUC	CAREER 0	CAREER 1	ROW TOTAL
BACHELOR	76	677	753
			64.9%
MASTER/ DOCTOR	53	355	408
			35.1%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

MARRIED	CAREER 0	CAREER 1	ROW TOTAL
SINGLE	39	232	271
			23.3%
MARRIED	90	800	890
			76.7%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

DEPEND	CAREER 0	CAREER 1	ROW TOTAL
0	65	434	499
			43.0%
1	30	200	230
			19.8%
2	20	251	271
			23.3%
3	5	106	111
			9.6%
4	7	25	32
			2.8%
5	1	11	12
			1.0%
6	1	4	5
			.4%
7	0	1	1
			.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

TOTDEP	CAREER 0	CAREER 1	ROW TOTAL
0	32	197	229
			19.7%
1	39	256	295
			25.4%
2	25	192	217
			18.7%
3	19	243	262
			22.6%
4	5	104	109
			9.4%
5	7	24	31
			2.7%
6	1	12	13
			1.1%
7	1	3	4
			.3%
8	0	1	1
			.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

COMM	CAREER 0	CAREER 1	ROW TOTAL
OCS	4	75	79
			6.8%
ROTC	51	586	637
			54.9%
DIRECT	30	157	187
			16.1%
MED	25	40	65
			5.6%
ACAD	14	123	137
			11.8%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

LOS	CAREER 0	CAREER 1	ROW TOTAL
4	30	98	128
			11.0%
5	34	119	153
			13.2%
6	25	136	161
			13.9%
7	16	134	150
			12.9%
8	10	134	144
			12.4%
9	7	142	149
			12.8%
10	4	142	146
			12.6%
11	3	127	130
			11.2%
COLUMN TOTAL	129	1032	1161
	11.1%	88.9%	100.0%

PROM	CAREER 0	CAREER 1	ROW TOTAL
0	3	2	5 .4%
1	6	2	8 .7%
2	5	5	10 .9%
3	8	10	18 1.6%
4	6	26	32 2.8%
5	10	53	63 5.4%
6	13	55	68 5.9%
7	13	91	104 9.0%
8	19	180	199 17.1%
9	23	247	270 23.3%
10	23	361	384 33.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

EXPECT	CAREER 0	CAREER 1	ROW TOTAL
1	13	177	190 16.4%
2	71	636	707 60.9%
3	18	122	140 12.1%
4	22	87	109 9.4%
5	5	10	15 1.3%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

DETAIL	CAREER 0	CAREER 1	ROW TOTAL
1	15	292	307 26.4%
2	52	477	529 45.6%
3	15	116	131 11.3%
4	32	109	141 12.1%
5	15	38	53 4.6%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

JOB	CAREER 0	CAREER 1	ROW TOTAL
<1.50	5	107	112 9.6%
1.50-2.49	19	381	400 34.5%
2.50-3.49	59	403	462 39.8%
3.50-4.49	37	108	145 12.5%
>4.49	9	33	42 3.6%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

FAMILY COUNT	CAREER 0	CAREER 1	ROW TOTAL
<1.50	1	36	37 3.2%
1.50-2.49	34	380	414 35.7%
2.50-3.49	41	352	393 33.9%
3.50-4.49	38	197	235 20.2%
>4.49	15	67	82 7.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

TOTPAY	CAREER 0	CAREER 1	ROW TOTAL
0-10	1	6	7
			.6%
10-20	9	33	42
			3.6%
20-30	82	886	968
			83.4%
30-40	12	76	88
			7.6%
40-50	22	17	39
			3.4%
50-60	3	10	13
			1.1%
60-70	0	3	3
			.3%
70-80	0	1	1
			.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

THOUSANDS

SUPPAY	CAREER 0	CAREER 1	ROW TOTAL
0-10	66	651	717
			61.8%
10-20	19	133	152
			13.1%
20-30	28	139	167
			14.4%
30-40	10	70	80
			6.9%
40-50	4	15	19
			1.6%
50-60	1	13	14
			1.2%
60-70	1	5	6
			.5%
70-80	0	1	1
			.1%
80-90	0	2	2
			.2%
90-100	0	1	1
			.1%
100-110	0	1	1
			.1%
140-150	0	1	1
			.1%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

THOUSANDS

CIVJOB	CAREER 0	CAREER 1	ROW TOTAL
0	0	1	1 .1%
1	0	5	5 .4%
2	1	6	7 .6%
3	1	13	14 1.2%
4	5	34	39 3.4%
5	4	59	63 5.4%
6	13	91	104 9.0%
7	11	131	142 12.2%
8	17	199	216 18.6%
9	25	188	213 18.3%
10	52	305	357 30.7%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

RETIRE	CAREER 0	CAREER 1	ROW TOTAL
1	6	153	159 13.7%
2	64	558	622 53.6%
3	34	196	230 19.8%
4	21	113	134 11.5%
5	4	12	16 1.4%
COLUMN TOTAL	129 11.1%	1032 88.9%	1161 100.0%

CAREER	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
0	23	47	12	15	129 11.1%
1	269	144	146	125	1032 88.9%
COLUMN	292	191	158	140	1161

AGE	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
23	1	0	0	0	1 .1%
24	0	0	0	1	1 .1%
25	7	1	0	0	9 .8%
26	16	2	2	7	44 3.8%
27	31	8	13	16	106 9.1%
28	38	8	17	16	110 9.5%
29	39	15	15	16	122 10.5%
30	33	21	13	20	121 10.4%
31	37	19	29	19	153 13.2%
32	32	19	10	13	116 10.0%
33	23	13	19	15	122 10.5%
34	22	13	15	9	79 6.8%
35	5	12	8	3	41 3.5%
36	1	17	11	3	42 3.6%

AGE (CONT)											
	37	5	6	0	1	21 1.8%
	38	1	11	4	0	22 1.9%
	39	1	5	2	0	12 1.0%
	40	0	4	0	0	10 .9%
	41	0	4	0	0	8 .7%
	42	0	2	0	0	4 .3%
	43	0	0	0	0	1 .1%
	44	0	2	0	1	5 .4%
	45	0	1	0	0	1 .1%
	46	0	0	0	0	1 .1%
	47	0	3	0	0	3 .3%
	48	0	1	0	0	2 .2%
	49	0	0	0	0	0 0%
	50	0	1	0	0	1 .1%
	54	0	3	0	0	3 .3%
	COLUMN	292	191	158	140	1161

SEX	ITACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
MALE	274	69	101	111	829
					71.4%
FEMALE	18	122	57	29	332
					28.6%
COLUMN	292	191	158	140	1161

RACE	ITACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
BLACK	29	20	25	10	127
					10.9%
HISP	13	4	5	6	40
					3.4%
OTHER	9	13	2	4	41
					3.5%
WHITE	241	154	126	120	953
					82.1%
COLUMN	292	191	158	140	1161

EDUC	ITACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
BACHELOR	252	67	99	93	753
					64.9%
MASTER/ DOCTOR	40	124	59	47	408
					35.1%
COLUMN	292	191	158	140	1161

MARRIED	ITACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
SINGLE	63	51	41	25	271
					23.3%
MARRIED	229	140	117	115	890
					76.7%
COLUMN	292	191	158	140	1161

DEPEND		TACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
	0	113	86	75	58	499 43.0%
	1	64	28	29	33	230 19.8%
	2	70	42	39	32	271 23.3%
	3	30	20	10	14	111 9.6%
	4	12	7	4	2	32 2.8%
	5	3	5	0	1	12 1.0%
	6	0	2	1	0	5 .4%
	7	0	1	0	0	1 .1%
	COLUMN	292	191	158	140	1161

TOTDEP		TACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
	0	55	37	38	22	229 19.7%
	1	62	58	39	39	295 25.4%
	2	63	23	28	30	217 18.7%
	3	67	39	38	32	262 22.6%
	4	31	19	10	14	109 9.4%
	5	11	7	4	2	31 2.7%
	6	3	5	0	1	13 1.1%
	7	0	2	1	0	4 .3%
	8	0	1	0	0	1 .1%
	COLUMN	292	191	158	140	1161

COMM	TACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
OCS	21	0	22	9	79 6.8%
ROTC	199	15	97	78	637 54.9%
DIRECT	6	98	21	13	187 16.1%
MED	0	55	0	5	65 5.6%
ACAD	64	1	11	30	137 11.8%
COLUMN	292	191	158	140	1161

LOS	TACTICAL OPERATI	MEDICAL	ADMINISTRATIVE	NON-OCCUPATIONAL	ALL ARMY
4	32	31	11	17	128 11.0%
5	43	30	14	23	153 13.2%
6	44	39	22	16	161 13.9%
7	44	18	23	17	150 12.9%
8	43	18	13	19	144 12.4%
9	34	11	29	16	149 12.8%
10	28	22	23	20	146 12.6%
11	24	22	23	12	130 11.2%
COLUMN	292	191	158	140	1161

PROM	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
0	0	3	0	1	5 .4%
1	0	3	1	0	8 .7%
2	3	2	1	1	10 .9%
3	2	8	1	1	18 1.6%
4	2	14	5	2	32 2.8%
5	12	10	10	5	63 5.4%
6	16	20	10	5	68 5.9%
7	28	9	15	15	104 9.0%
8	53	28	19	25	199 17.1%
9	67	47	38	37	270 23.3%
10	109	47	58	48	384 33.1%
COLUMN	292	191	158	140	1161

EXPECT	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
1	52	20	34	23	190 16.4%
2	167	130	90	92	707 60.9%
3	41	21	17	11	140 12.1%
4	31	17	12	12	109 9.4%
5	1	3	5	2	15 1.3%
COLUMN	292	191	158	140	1161

DETAIL	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
1	84	35	50	39	307 26.4%
2	133	97	67	70	529 45.6%
3	28	22	16	17	131 11.3%
4	32	28	21	12	141 12.1%
5	15	9	4	2	53 4.6%
COLUMN	292	191	158	140	1161

JOB	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
<1.50	39	7	11	25	112 9.6%
1.50-2.49	106	50	58	49	400 34.5%
2.50-3.49	108	83	71	50	462 39.8%
3.50-4.49	32	44	9	14	145 12.5%
>4.49	7	7	9	2	42 3.6%
COLUMN	292	191	158	140	1161

FAMILY	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
<1.50	8	7	7	2	37 3.2%
1.50-2.49	111	70	64	39	414 35.7%
2.50-3.49	89	72	57	48	393 33.9%
3.50-4.49	58	32	26	39	235 20.2%
>4.49	26	10	4	12	82 7.1%
COLUMN	292	191	158	140	1161

TOTPAY	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
0-10	0	2	0	1	7
					.6%
10-20	19	7	2	5	42
					3.6%
20-30	258	99	153	123	968
					83.4%
30-40	15	33	3	9	88
					7.6%
40-50	0	34	0	2	39
					3.4%
50-60	0	12	0	0	13
					1.1%
60-70	0	3	0	0	3
					.3%
70-80	0	1	0	0	1
					.1%
COLUMN	292	191	158	140	1161

THOUSANDS

SUPPAY	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
0-10	210	85	93	87	717
					61.8%
10-20	41	28	20	22	152
					13.1%
20-30	26	39	22	19	167
					14.4%
30-40	13	25	13	8	80
					6.9%
40-50	0	7	5	3	19
					1.6%
50-60	2	5	2	1	14
					1.2%
60-70	0	2	1	0	6
					.5%
70-80	0	0	0	0	1
					.1%
80-90	0	0	1	0	2
					.2%
90-100	0	0	1	0	1
					.1%
100-110	0	0	0	0	1
					.1%
140-150	0	0	0	0	1
					.1%
COLUMN	292	191	158	140	1161

THOUSANDS

CIVJOB	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
0	0	0	0	0	1 .1%
1	2	0	1	0	5 .4%
2	2	0	3	0	7 .6%
3	3	1	1	1	14 1.2%
4	10	5	10	4	39 3.4%
5	26	6	7	5	63 5.4%
6	31	13	15	7	104 9.0%
7	35	12	17	23	142 12.2%
8	61	24	38	27	216 18.6%
9	48	27	35	29	213 18.3%
10	74	103	31	44	357 30.7%
COLUMN	292	191	158	140	1161

RETIRE	ITACTICAL OPERATI	MEDICAL	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL ARMY
1	40	17	18	24	159 13.7%
2	156	106	89	73	622 53.6%
3	53	49	28	25	230 19.8%
4	39	17	21	16	93 11.5%
5	4	2	2	2	16 1.4%
COLUMN	292	191	158	140	1161

2. MARINE CORPS

AGE	CAREER 0	CAREER 1	ROW TOTAL
22	2	3	5
			.5%
23	4	1	5
			.5%
24	4	9	13
			1.4%
25	5	9	14
			1.5%
26	22	50	72
			7.8%
27	19	75	94
			10.2%
28	10	111	121
			13.1%
29	20	100	120
			13.0%
30	15	89	104
			11.2%
31	18	95	113
			12.2%
32	6	90	96
			10.4%
33	2	63	65
			7.0%
34	2	48	50
			5.4%
35	3	21	24
			2.6%
36	1	10	11
			1.2%
37	2	5	7
			.8%
38	0	8	8
			.9%
39	0	2	2
			.2%
40	1	0	1
			.1%
41	0	1	1
			.1%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

SEX	CAREER 0	CAREER 1	ROW TOTAL
MALE	98	668	766 82.7%
FEMALE	38	122	160 17.3%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

RACE	CAREER 0	CAREER 1	ROW TOTAL
BLACK	4	35	39 4.2%
HISP	4	24	28 3.0%
OTHER	5	9	14 1.5%
WHITE	123	722	845 91.3%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

EDUC	CAREER 0	CAREER 1	ROW TOTAL
BACHELOR	119	656	775 83.7%
MASTER/ DOCTOR	17	134	151 16.3%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

MARRIED	CAREER 0	CAREER 1	ROW TOTAL
SINGLE	51	205	256 27.6%
MARRIED	85	585	670 72.4%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

DEPEND	CAREER 0	CAREER 1	ROW TOTAL
0	76	362	438 47.3%
1	27	157	184 19.9%
2	20	200	220 23.8%
3	10	56	66 7.1%
4	2	10	12 1.3%
5	0	3	3 .3%
6	1	1	2 .2%
7	0	1	1 .1%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

TOTDEP	CAREER 0	CAREER 1	ROW TOTAL
0	47	191	238 25.7%
1	32	180	212 22.9%
2	25	152	177 19.1%
3	19	197	216 23.3%
4	10	55	65 7.0%
5	2	10	12 1.3%
6	0	3	3 .3%
7	1	1	2 .2%
8	0	1	1 .1%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

COMM	CAREER 0	CAREER 1	ROW TOTAL
OCS	49	234	283 30.6%
ROTC	26	132	158 17.1%
DIRECT	0	5	5 .5%
MED	0	0	0 0%
ACAD	19	98	117 12.6%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

LOS	CAREER 0	CAREER 1	ROW TOTAL
4	45	92	137 14.8%
5	21	82	103 11.1%
6	22	121	143 15.4%
7	18	111	129 13.9%
8	13	102	115 12.4%
9	5	120	125 13.5%
10	7	85	92 9.9%
11	5	77	82 8.9%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

PROM	CAREER 0	CAREER 1	ROW TOTAL
0	6	0	6 .6%
1	4	4	8 .9%
2	3	5	8 .9%
3	3	8	11 1.2%
4	6	19	25 2.7%
5	10	45	55 5.9%
6	8	61	69 7.5%
7	8	98	106 11.4%
8	12	134	146 15.8%
9	34	184	218 23.5%
10	42	232	274 29.6%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

EXPECT	CAREER 0	CAREER 1	ROW TOTAL
1	15	170	185 20.0%
2	70	486	556 60.0%
3	23	81	104 11.2%
4	27	50	77 8.3%
5	1	3	4 .4%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

DETAIL	CAREER 0	CAREER 1	ROW TOTAL
1	27	301	328
			35.4%
2	54	322	376
			40.6%
3	17	90	107
			11.6%
4	26	48	74
			8.0%
5	12	29	41
			4.4%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

JOB	CAREER 0	CAREER 1	ROW TOTAL
<1.50	9	93	102
			11.0%
1.50-2.49	41	333	374
			40.4%
2.50-3.49	45	261	306
			33.0%
3.50-4.49	34	87	121
			13.1%
>4.49	7	16	23
			2.5%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

FAMILY COUNT	CAREER 0	CAREER 1	ROW TOTAL
<1.50	4	26	30
			3.2%
1.50-2.49	34	289	323
			34.9%
2.50-3.49	40	316	356
			38.4%
3.50-4.49	42	115	157
			17.0%
>4.49	16	44	60
			6.5%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

TOTPAY	CAREER 0	CAREER 1	ROW TOTAL
0-10	2	13	15
			1.6%
10-20	14	32	46
			5.0%
20-30	108	620	728
			78.6%
30-40	11	103	114
			12.3%
40-50	1	21	22
			2.4%
50-60	0	1	1
			.1%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

THOUSANDS

SUPPAY	CAREER 0	CAREER 1	ROW TOTAL
0-10	96	555	651
			70.3%
10-20	12	89	101
			10.9%
20-30	12	88	100
			10.8%
30-40	12	40	52
			5.6%
40-50	1	14	15
			1.6%
50-60	2	2	4
			.4%
60-70	0	1	1
			.1%
70-80	0	1	1
			.1%
80-90	0	0	0
			0%
90-100	1	0	1
			.1%
COLUMN TOTAL	136	790	926
	14.7%	85.3%	100.0%

THOUSANDS

CIVJOB	CAREER 0	CAREER 1	ROW TOTAL
0	0	0	0 0%
1	0	2	2 .2%
2	0	2	2 .2%
3	2	8	10 1.1%
4	4	14	18 1.9%
5	5	35	40 4.3%
6	13	63	76 8.2%
7	15	81	96 10.4%
8	22	150	172 18.6%
9	27	176	203 21.9%
10	48	259	307 33.2%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

RETIRE	CAREER 0	CAREER 1	ROW TOTAL
1	12	108	120 13.0%
2	51	427	478 51.6%
3	47	164	211 22.8%
4	23	82	105 11.3%
5	3	9	12 1.3%
COLUMN TOTAL	136 14.7%	790 85.3%	926 100.0%

CAREER	ITACTICAL I OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
0	51	19	21	136 14.7%
1	284	98	141	790 85.3%
COLUMN	335	117	162	926

AGE	ITACTICAL I OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
22	0	0	0	5 .5%
23	2	0	0	5 .5%
24	2	0	0	13 1.4%
25	6	1	3	14 1.5%
26	25	8	17	72 7.8%
27	39	11	16	94 10.2%
28	58	7	19	121 13.1%
29	38	13	30	120 13.0%
30	35	19	20	104 11.2%
31	38	13	16	113 12.2%
32	34	20	14	96 10.4%
33	26	11	10	65 7.0%
34	15	8	6	50 5.4%
35	12	3	3	24 2.6%
36	3	1	2	11 1.2%
37	1	0	1	7 .8%
38	1	1	5	8 .9%
39	0	1	0	2 .2%
40	0	0	0	1 .1%
41	0	0	0	1 .1%
COLUMN	335	117	162	926

SEX	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
MALE	327	49	141	766
				82.7%
FEMALE	8	68	21	160
				17.3%
COLUMN	335	117	162	926

RACE	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
BLACK	2	12	8	39
				4.2%
HISP	13	2	4	28
				3.0%
OTHER	7	2	0	14
				1.5%
WHITE	313	101	150	845
				91.3%
COLUMN	335	117	162	926

EDUC	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
BACHELOR	304	85	147	775
				83.7%
MASTER/ DOCTOR	31	32	15	151
				16.3%
COLUMN	335	117	162	926

MARRIED	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
SINGLE	79	42	39	256
				27.6%
MARRIED	256	75	123	670
				72.4%
COLUMN	335	117	162	926

DEPEND	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
0	148	65	71	438 47.3
1	66	24	33	184 19.9%
2	85	20	37	220 23.8%
3	29	5	18	66 7.1%
4	6	0	3	12 1.3%
5	1	1	0	3 .3%
6	0	2	0	2 .2%
7	0	0	0	1 .1%
COLUMN	335	117	162	926

TOTDEP	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ROW TOTAL
0	77	36	36	238 25.7%
1	71	35	36	212 22.9%
2	68	18	34	177 19.1
3	83	20	35	216 23.3%
4	29	5	18	65 7.0%
5	6	0	3	12 1.3%
6	1	1	0	3 .3%
7	0	2	0	2 .2%
8	0	0	0	1 .1%
COLUMN	335	117	162	926

COMM	TACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
OCS	100	51	42	283 30.6%
ROTC	64	8	40	158 17.1%
DIRECT	0	1	0	5 .5%
MED	0	0	0	0 0%
ACAD	39	9	17	117 12.6%
COLUMN	335	117	162	926

LOS	TACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
4	44	19	30	137 14.8%
5	50	7	13	103 11.1%
6	62	14	25	143 15.4%
7	41	14	25	129 13.9%
8	31	20	22	115 12.4%
9	46	18	17	125 13.5%
10	36	18	14	92 9.9%
11	25	7	16	82 8.9%
COLUMN	335	117	162	926

PROM	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
0	4	1	0	6 .6%
1	1	0	2	8 .9%
2	5	0	1	8 .9%
3	3	1	0	11 1.2%
4	7	3	8	25 2.7%
5	22	9	12	55 5.9%
6	28	8	6	69 7.5%
7	38	9	23	106 11.4%
8	50	24	26	146 15.8%
9	80	34	36	218 23.5%
10	97	28	48	274 29.6%
COLUMN	335	117	162	926

EXPECT	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
1	70	21	31	185 20.0%
2	190	80	101	556 60.0%
3	36	13	19	104 11.2%
4	38	3	9	77 8.3%
5	1	0	2	4 .4%
COLUMN	335	117	162	926

DETAIL	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
1	125	33	62	328 35.4%
2	129	57	57	376 40.6%
3	41	13	15	107 11.6%
4	27	10	17	74 8.0%
5	13	4	11	41 4.4%
COLUMN	335	117	162	926

JOB	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
<1.50	29	13	13	102 11.0%
1.50-2.49	133	46	68	374 40.4%
2.50-3.49	105	42	54	306 33.0%
3.50-4.49	59	13	22	121 13.1%
>4.49	9	3	5	23 2.5%
COLUMN	335	117	162	926

FAMILY	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
<1.50	14	5	8	30 3.2%
1.50-2.49	105	50	55	323 34.9%
2.50-3.49	130	43	62	356 38.4%
3.50-4.49	62	14	28	157 17.0%
>4.49	24	5	9	60 6.5%
COLUMN	335	117	162	926

TOTPAY	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
0-10	0	0	0	15 1.6%
10-20	15	3	1	46 5.0%
20-30	242	111	131	728 78.6%
30-40	63	3	24	114 12.3%
40-50	15	0	6	22 2.4%
50-60	0	0	0	1 .1%
COLUMN	335	117	162	926

THOUSANDS

SUPPAY	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ROW TOTAL
0-10	258	63	107	651 70.3%
10-20	37	8	16	101 10.9%
20-30	22	20	29	100 10.8%
30-40	12	18	7	52 5.6%
40-50	6	3	2	15 1.6%
50-60	0	4	0	4 .4%
60-70	0	0	0	1 .1%
70-80	0	0	1	1 .1%
80-90	0	0	0	0 0%
90-100	0	1	0	1 .1%
COLUMN	335	117	162	926

THOUSANDS

CIVJOB	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
0	0	0	0	0 0%
1	2	0	0	2 .2%
2	1	0	1	2 .2%
3	4	2	1	10 1.1%
4	8	2	3	18 1.9%
5	14	9	9	40 4.3%
6	25	13	21	76 8.2%
7	31	10	16	96 10.4%
8	60	16	29	172 18.6%
9	77	22	31	203 21.9%
10	113	43	51	307 33.2%
COLUMN	335	117	162	926

RETIRE	ITACTICAL OPERATI	ADMINIST RATIVE	NON-OCCU PATIONAL	ALL MARINES
1	35	15	24	120 13.0%
2	171	63	83	478 51.6%
3	83	25	36	211 22.8%
4	40	12	17	105 11.3%
5	6	2	2	12 1.3%
COLUMN	335	117	162	926

APPENDIX E

LOGIT EQUATION FOR MARINE CORPS TACTICAL OPERATIONS
MARRIED EXCLUDED
(dependent variable = 1 if intend to make Army a career)

variable	coefficient	t ratio
intercept	6.59986	2.968
personal:		
AGE	-.12124	-.568
SEX	-.97614	-1.005
BLACK	8.12650	.309
HISP	-.88692	-.508
OTHER	.00000	
EDUC	-1.42150	-1.275
DEPEND	.19688	.597
OCS	.18830	.172
ROTC	-1.10462	-1.398
DIRECT	.00000	
MED	.00000	
LOS	.06238	2.279
intrinsic:		
PROM	.30324	1.999
EXPECT	-.45162	-1.181
DETAIL	-.40592	-1.490
JOB	-.64274	-1.561
FAMILY	-.36112	-.831
extrinsic:		
TOTPAY	-.00008	-.780
CIVJOB	-.00810	-.049
RETIRE	-.40048	-1.115

335 valid observations

source: derived from data in the 1985 DoD Survey of Officer and Enlisted Personnel

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